

OF NOTE



No laughing matter

Amid a flurry of bad financial news for electric car maker Tesla, its chief executive Elon Musk found it appropriate to respond with an April Fool's joke tweet that the company was going bankrupt "despite intense efforts to raise money, including a last-ditch mass sale of Easter eggs." Shareholders didn't think it was funny as the company's stock price dropped significantly on Monday morning.

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Utah's CBC Advisors split between two new owners

John Rogers
The Enterprise

One of Utah's heavy hitters in the commercial real estate arena has been busted up — well, sort of.

Although the local leadership and staff of Salt Lake City-based Coldwell Banker Commercial Advisors (CBC Advisors) will remain in place, just about everything else — including its ownership — has changed. Offices and operations in the company's Intermountain region have been purchased by

Toronto-based Colliers International Group Inc. The CBC Advisors offices acquired by Colliers include all of the Utah offices, an office in Alaska and one in Glendale, California. In addition to the headquarters office in downtown Salt Lake City, the firm has offices on Millrock Drive in Salt Lake City, in St. George, in Pleasant Grove and a valuation office on Wasatch Boulevard in Salt Lake City.

The Colliers Utah-based operation has

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Jeremy Robbins, executive director of the New American Economy, discusses immigration reform during the Salt Lake Chamber's recent American Dream Awards ceremony honoring three immigrants and one organization. At left is Jason Mathis, the chamber's executive vice president.

Speakers: 'World welcome here' not just catchphrase

Brice Wallace
The Enterprise

When it comes to immigration, Utah is different.

That was the sentiment expressed by several speakers at the recent American Dream Awards ceremony in Salt Lake City. That difference, they said, stems from the state's heritage.

"These awards are a nod to Salt Lake

City's pioneer founders and their decision to settle in Utah as religious refugees," said Tim Wheelwright, chairman of the Salt Lake Chamber's Immigration Reform Task Force. "Since that time, Utah has welcomed hundreds of thousands of refugees and immigrants from all religious backgrounds, social stations and regions.

"When we hosted the Olympics in 2002, we said, 'The world is welcome

see PIONEERS page 8

Utah execs stay bullish on state's economic future

Utah's business executives continue to be bullish on the state's economy, according to the Salt Lake Chamber's first-quarter CEO Outlook survey released recently. According to the report, 55 percent of business leaders surveyed believe Utah's economy is somewhat better or significantly better than just six months ago.

The chamber's CEO Outlook is a statewide economic survey of Utah business executives that was started in the first quarter of 2017. The chamber said the survey seeks to provide a forward-looking view of the Utah economy. "While the survey is still in its early phases, the results could help business and community leaders make informed decisions about likely future economic conditions," according to a chamber release. The survey results will be tracked and compared to overall economic conditions to assess the predictive power of the CEO Outlook.

The study also shows Utah executives have a positive outlook about Utah's future economy. Fifty-two percent feel that economic conditions in Utah will be somewhat better in the next six months — a 7 percent jump from the previous quarter. For the first time since the CEO Outlook survey began, a majority of executives are more optimistic about their own industry growth than that of Utah's future economy, with 55 percent reporting that their industry will perform somewhat better six months from now. Factors that executives believe could have a negative impact on Utah's economy include the tight labor market, increasing housing prices, rising interest rates and the recent actions on trade and tariffs, according to the survey.

"We now have five quarters of survey results from Utah executives and we're seeing that their optimism about Utah's economy continues to grow," said Lane Beattie, president and CEO of the Salt Lake Chamber. "During this first quarter of 2018, we saw the CEO Outlook Confidence Index rise from 60.63 to 62.36, a reversal of several quarters of decline. This rise is a welcome sign that business leaders' already strong

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The first 900,000-square-foot phase of Copper Crossing @ I-80 industrial park is under construction in Salt Lake City.

Copper Crossing @ I-80 industrial park under development in SLC's Northwest Quadrant

Riverbend Management Inc. of Idaho Falls, Idaho, has begun development of a 420-acre industrial park in Salt Lake City's Northwest Quadrant. Called Copper Crossing @ I-80, the master-planned development is located at approximately 300 South and 6400 West.

IPG Commercial Real Estate has been selected to market the new development. According to Jeremy Jensen, executive vice president at IPG Commercial, this is the only project in the Salt Lake City area offering rail-served sites with the ability to accommodate up to 1 million square feet in one building.

The site already includes the nearly completed \$275 million UPS regional operations facility. Costco Wholesale, Sephora

and Amazon have already located nearby.

Conveniently located just off of I-80, Copper Crossing is four blocks from the Union Pacific Intermodal Hub and five minutes from the Salt Lake City International Airport, the developers said. Phase 1 of the project, which includes three buildings totaling 900,000 square feet and covering 56 acres, is now under development. The first building is scheduled to be delivered in the fourth quarter of this year. When completely built out, Copper Crossing @ I-80 will boast nearly 6 million square feet of logistics, warehouse and manufacturing space, said Jensen.

"Riverbend Management and IPG Commercial are committed to working with Salt Lake City,

the state of Utah and the newly formed Utah Inland Port Authority to attract top-tier industrial and manufacturing tenants to the Northwest Quadrant to ensure prospects considering locating here receive all of the resources our city and state have available," said Jensen.

Jensen and Michael Jeppesen of IPG Commercial will oversee the listing on behalf of Riverbend Management.

Riverbend is a privately held investment company that invests in real estate, private equity, agriculture, infrastructure and capital markets. Riverbend's real estate strategy focuses on direct and joint-venture development and value-add opportunities in select growth markets throughout the U.S., the company said.

CBRE report: Commercial real estate carrying strength from 2017 into the new year

Despite the current real estate boom going beyond what was expected, Utah's commercial real estate market just keeps on growing. That is the finding of CBRE's Salt Lake City Real Estate Market Outlook report released last week. The publication highlights the performance of the local commercial real estate market during 2017 and provides insights into expectations for the year to come.

"We are now in the second-longest expansionary period in U.S. history, yet Utah's commercial real estate market shows little sign of slowing," said Lloyd Allen, managing director of CBRE in Salt Lake City. "Business-friendly policy, a strong economy and quality of life continue to draw outside interest into the Salt Lake market. In 2017, a record \$2.2 billion in investment sales was achieved along the Wasatch Front and development and demand levels across all market segments remain elevated."

Some of the key findings highlighted in the report include:

Investment

Driven by a continued inflow of out-of-state and institutional funds, total investment sales volume in the Salt Lake market reached a record-breaking \$2.2 billion in 2017. This also marks the single best year for multifamily sales, which reached \$1.1 billion. As quality product becomes more scarce, investors have begun turning to value-add opportunities, contributing to a slowing in capitalization rate compression. Buyers remain active, demonstrating long-term confidence in the local market.

Industrial

The industrial market continues to defy cyclical considerations and posted another record year for construction in 2017. Growth in 2017 was principally driven by large distribution and logistics operations. The number of new leases signed for over 100,000 square feet nearly tripled the historical average. Vacancy continued to decrease and market demand is not likely to soften anytime soon.

Office

Salt Lake's office market has been more susceptible to cyclical maturation. Demand remained strong for quality product throughout 2017 and construction continued to boom in the suburbs, but activity was more subdued downtown. The near-term outlook, however, is positive, with a strong construction pipeline set to drive activity in both suburban and downtown areas throughout 2018.

Retail

Retail experienced the most volatility out of all property types in 2017, where shifts in consumer behavior have led to an evolution of nationwide retail, culminating with numerous high-profile retail closures early in the year. However, both retailers and landlords are adapting, and activity improved dramatically in the second half of the year. Population growth has been a primary driver of local retail activity, resulting in significant construction in the Southwest Quadrant.

2018 Tailwinds

- Utah's population was the third-fastest-growing in the nation in 2017 at 1.9 percent. Job growth was 3.1 percent over the same period — 160 basis points higher than the national average.

- Fiscal reform, including personal and corporate tax cuts, will leave more money in the pockets of investors, employers and consumers. In the short term, this is expected to have a unique late-cycle stimulative effect on both the national and local level.

- The heightened level of commercial activity in late 2017 carries a momentum that crosses over into 2018, boosting the forecast for both real estate and the broader economy.

- Despite softening, Salt Lake will retain a position of strength relative to markets nationwide. This will continue to attract investors and businesses to deploy capital in Utah, further stimulating economic activity.

2018 Headwinds

- With Utah unemployment ending 2017 at 3.1 percent, concerns about the availability of labor continue. Utah is increasingly dependent on in-migration to extend the labor pool; however, in-migration is expected to increase in 2018.

- A shortage of skilled labor and the rising price of raw materials have driven up construction costs substantially across Utah and the nation. This further contributes to the existing housing shortage and threatens Utah's relative affordability.

- Utah's economy is particularly exposed to policy related to trade and immigration. Stricter immigration rules could exacerbate existing labor supply issues for critical industries like construction and manufacturing.

- The Federal Reserve is expected to raise the Federal Funds Rate three times in 2018, pressuring interest rates and potentially disincentivizing borrowing.

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New research: Utah facing several threats to housing affordability

Anyone paying attention to Utah real estate news knows that housing prices continue to escalate. And that may not be a good thing, according to a research brief release by the Kem C. Gardner Policy Institute at the University of Utah's David Eccles School of Business. The report found that the rapid escalation presents a threat to housing affordability.

Researchers found that market conditions confirm a housing shortage in Utah, that the state experienced the fourth-highest housing price appreciation since 1991 (outpacing every state but Colora-

do, Oregon and Montana) and that Utah incomes fail to keep pace. Utah households with income below the median for all households experience the greatest affordability challenge. The research identifies strong housing demand; increasing land, labor and permitting/development costs; and Wasatch Front topography as major reasons for Utah's rapidly rising cost of housing.

"Housing prices in Utah will continue to increase at rates well above the national average due to relatively high rates of population and economic growth," said Jim

Wood, Ivory-Boyer Senior Fellow at the Gardner Policy Institute. "But, the threat to affordability from rising prices may be secondary to increasing interest rates, which could significantly reduce housing affordability and homeownership opportunities for a large share of Utah households."

The Salt Lake Chamber contracted with the Gardner Policy Institute to conduct the research. Senior business leaders in the state wanted a better understanding of Utah's housing market and the challenges to affordability in the Beehive State, the chamber said

in a statement. Housing affordability is defined as a housing unit in which owners or tenants pay no more than 30 percent of their household income toward housing costs.

Additional key findings and details from the new research include the following:

- **Household income and affordability.** For households below the median income, high housing prices often jeopardize economic well-being and prevent homeownership while for most households above the median income, homeownership is still achievable, due primarily to several years of historically low interest rates. However, an increase in mortgage rates to 6 percent could jeopardize homeownership opportunities for many households with incomes above the median and seriously reduce housing affordability in Utah.

- **Incomes not keeping pace.** Housing affordability in Utah, over the long-term, is threatened due to the gap between the annual real rate of increase in housing prices of 3.32 percent and the annual real rate of increase in household income of 0.36 percent. In Utah housing prices increase much faster than incomes. Consequently, many households face high levels of housing cost burdens.

- **Greatest challenge is households with income below the median.** The current affordable housing crisis in Utah is concentrated in households with income below the median. A household with income below the median has a one in five chance of a severe housing cost burden, paying at least 50 percent of their income toward housing, while a

household with income above the median has a one in 130 chance.

- **Economic competitiveness.** Housing prices in Utah have not yet been a constraint to economic growth but there is cause for some concern. The median sales price of a home in Utah's two large metropolitan areas is already 20 percent higher than home prices in Boise, Las Vegas and Phoenix — three cities Utah competes with for new business expansions.

- **Policies of local government can help.** Many of the causes of housing price increases are beyond the control of policy makers. Labor shortages, Wasatch Front topography, and material and labor costs are three of the most important causes unrelated to public policies. But one potential source of cost control is the policies and ordinances of local government. Those cities that adopt measures encouraging and supporting housing affordability will improve the overall prosperity, air quality, housing and transportation cost not only for their cities, but for the region and the state.



South Jordan Embassy Suites by Hilton opens

Embassy Suites by Hilton has opened its new hotel at 10333 S. Jordan Gateway in South Jordan just off I-15. Owned and managed by Western States Lodging LLC, the hotel is a 192-unit, all-suite property consisting of 159 two-room suites and 33 studio suites. It also features the Brickstones restaurant and a 4,198-square-foot ballroom.

Additional amenities include a 24-hour Pavilion Pantry Market,

24-hour fitness center, pool, a business center, laundry service and meeting centers. Each room is also equipped with a refrigerator, coffee maker, microwave, ergonomic desk chair, a laptop-sized safe, an HDTV and complimentary Wi-Fi.

Western States touts the property as being close to attractions such as Utah's ski resorts, Cowabunga Bay water park, the Loveland Living Planet Aquarium and the Hale Centre Theatre.

"Per the last recorded year, Salt Lake City's ski industry has been on the rise, resulting in more visitors than ever before during the winter season," said Alan Roberts, global head of Embassy Suites by Hilton. "By offering additional lodging options near some of the nation's best ski areas, our new property allows guests to enjoy the region's many attractions while providing added value to travelers."

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I-15 'Technology Corridor' rebuild tops UDOT's Top 10 projects in 2018

The Utah Department of Transportation (UDOT) will oversee work on 188 highway projects throughout the state this year. Projects will range from sidewalk and streetlight installations to the rebuilding of a 12-lane section of freeway in Utah County. The price tag? UDOT sets the value of its ongoing and planned projects for the year at \$1.46 billion.

The agency also named the Top 10 projects, which include widening and rebuilding freeways, constructing new interchanges or redesigning existing ones and repaving and upgrading other local and regional highways. Several of the projects will continue beyond 2018, UDOT said.

Listed as UDOT's Top 10 projects for 2018 are:

1. I-15 Technology Corridor. Utah County, S.R. 92 to Lehi Main Street, \$450 million. The project is scheduled for a

spring start to widen I-15 to six lanes in both directions between S.R. 92 (Timpanogos Highway) and Main Street in Lehi. This is the last remaining section of I-15 between Salt Lake City and Spanish Fork where the freeway is still only four lanes wide. The project will finish in late 2020.

2. I-15 Southbound. Salt Lake County, 2100 South to 12300 South, \$180 million. The project will widen I-15 in Salt Lake County by adding a new southbound lane from 2100 South to 12300 South. Also included is the redesign of some of the southbound ramps at the I-15/I-215 south interchange to improve traffic flow and to widen 7200 South to three lanes from I-15 to Bingham Junction Boulevard in Midvale. Work is expected to be complete in late 2019.

3. I-215/Redwood Road Diverging Diamond Interchange. North Salt Lake, \$40 million. Crews will reconstruct

I-215 from the I-15 interchange in North Salt Lake to 2100 North and construct a new diverging diamond interchange at Redwood Road and I-215. Construction started in February and will continue through the end of the year.

4. I-80/S.R. 36 Bridge Replacements. Tooele County, \$30 million. UDOT will replace three bridges on I-80 near the S.R. 36 interchange of eastbound and westbound I-80 over the Union Pacific railroad tracks and the S.R. 36 ramp bridge. Construction on these bridges will start in later this spring and is expected to be complete in summer 2019.

5. Bluff Street. St. George, \$51 million. UDOT is widening Bluff Street in St. George from 100 South to Sunset Boulevard. Crews will add a lane in each direction and add turn lanes at several intersections. This project started in January and will continue for about 12 months.

6. I-80. Parleys Canyon, \$30

million. I-80 will be widened to add a new westbound lane for trucks from Jeremy Ranch to Parleys Summit and a new wildlife crossing at the summit. In addition, crews will repave the interstate from Lambs Canyon to Kimball Junction. Construction started last week and is scheduled for completion by the end of the year.

7. Mountain View Corridor. Utah County, \$41 million. Mountain View Corridor in Utah County will be extended from the Redwood Road/2100 North intersection to S.R. 73. Work also begins later in the spring and will finish in 2019.

8. Bangerter Highway. Four Interchanges, \$201 million. Work continues to convert four intersections on Bangerter Highway into freeway-style interchanges. New interchanges are under construction at 5400 South, 7000 South, 9000 South and 11400 South and

are scheduled to be completed by the end of the year.

9. S.R. 9. Springdale, \$19 million. Crews are reconstructing S.R. 9, the gateway to Zion National Park, through the town of Springdale. Workers are removing the old pavement and replacing it with new asphalt and adding new pedestrian and bike improvements. This project is scheduled to finish before the peak visitor season later this month.

10. S.R. 108. Syracuse, \$52 million. UDOT is entering the second year of construction to widen and reconstruct S.R. 108 from Antelope Drive to 300 North in Davis County. Work on this project will be completed this fall.

UDOT maintains a traffic website where drivers can keep informed about traffic flow relative to ongoing projects. There is also a smartphone app. Both are available at udottraffic.utah.gov.

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CORPORATE FINANCIAL REPORTS

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

Security National Financial

Security National Financial Corp., based in Salt Lake City, reported after-tax earnings from operations of \$14.1 million in 2017, up from \$12.2 million in 2016. Revenues in 2017 totaled \$276.9 million, down 9 percent. Net earnings per common share was 87 cents, up from 77 cents in 2016.

The company has three business segments: life insurance, cemeteries/mortuaries and mortgages.

“To paraphrase a famous baseball player regarding hitting the ball, ‘I do not set the distance to the mound, I do not set the size of the ball, I do not set the distance to the fence. My job is simply to hit the ball,’” Scott Quist, chairman, president and chief executive officer, said in announcing the results. “Similarly, we do not set tax laws, we do not set accounting rules, we do not set market interest rates, we do not control natural disasters, and we do not control market-based property valuations. What we did do was accomplish a 15.8 percent increase in after-tax income to \$14,114,000, the second-highest

in our company’s history.

“There were numerous subplots to this year’s income. The change in tax laws was favorable, the impact of accounting changes varies depending on the quarter but was probably negative at year-end, property valuations, especially in the Midwest, were definitely unfavorable, as were two hurricanes in our major mortgage markets. The interest rate backdrop remains challenging, rates rising enough to quell mortgage volumes industry-wide, but not enough to increase substantially the return on our invested assets. Nevertheless, we accomplished a 12 percent return on shareholders equity and a 13 percent increase in earnings per share.”

HealthEquity

HealthEquity Inc., based in Draper, reported net income of \$5.9 million, or 9 cents per share, for the quarter ended Jan. 31. That compares with \$4 million, or 7 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$60.4 million, up from \$46.8 million in the year-earlier quarter.

For the full fiscal year, the company reported net income of \$47.4 million, or 77 cents per

share, up from \$26.4 million, or 44 cents per share, for the prior year.

Revenue in the most recent fiscal year totaled \$229.5 million, up from \$178.4 million in the prior year.

HealthEquity is a health sav-

ings account (HSA) non-bank custodian.

“HealthEquity recorded a strong fiscal year 2018 by opening a record 669,000 new HSAs and helping members grow their HSA assets to \$6.8 billion,” Jon Kessler, president and chief executive officer, said in announcing the results. “We continued to outpace the market and gain market share with 35 percent growth in custodial

assets, including 96 percent custodial investment growth, and 24 percent growth of HSA members.

“Our revenue for the year was up 29 percent to \$229.5 million and our adjusted EBITDA (earnings before interest, taxes, depreciation and amortization) was up an even higher 35 percent to \$84.7 million as the team continued to drive greater profitability in our business.”



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Draper electronics accessories firm purchased by Florida group

Liebman Group, a Florida-based private equity firm, has purchased a majority interest in Draper’s C-Slide. The acquisition of C-Slide, a manufacturer and distributor of electronics accessories, closed in March.

Crewe Capital, a Salt Lake City investment banking and advisory firm, advised C-Slide in the transaction. “It is always a privilege to work with innovative companies like C-Slide to help them achieve their goals and objectives,” said Crewe Capital managing director Michael Lunt.

“Crewe Capital was very instrumental in understanding the value we had created in our business, identifying Liebman Group as a partner and negotiating the terms of the transaction,” said C-Slide founder and CEO Ron Gustaveson. “We are very happy with the outcome.”

Liebman Group has partnered with the existing management team at C-Slide to recapitalize the business and to provide additional capital to support future growth across corporate promotional, retail and B2B direct sales channels, the company said. Management will maintain a significant minority ownership position in the company going forward.

C-Slide, founded in 2009, markets 14 patented products across a wide range of devices, including mobile telephones, tablets, notebook computers, desktop computer monitors and smart televisions. The company sells its products primarily to Fortune 500 companies as custom-branded corporate promotional items as well as through retail stores and online.

Liebman Group brings financial, operational, strategic and technological expertise as either long-term equity investors or external consultants to middle market companies with revenues of \$10 million to \$100 million. The company seeks United States-based investments across all industries.

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Industry Briefs

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

AGRICULTURE

• Vendor applications are being accepted for the **2018 "Back to Our Roots" Farmers Market**, running July 28-Oct. 27 at Centennial Park, 5405 W. 3100 S., West Valley City. Details are available by contacting John Brubaker at john.brubaker@wvc-ut.gov or (801) 509-1964.

ASSOCIATIONS

• The **American International Automobile Dealers Association** (AIADA) has named **Brad Strong** as its 2018 chairman. Strong is the co-dealer principal of Strong



Brad Strong

Volkswagen, Audi Salt Lake City and Porsche Salt Lake City. He was recognized at AIADA's 48th annual meeting and luncheon in Las Vegas.

Strong is a third-generation dealer. With his brother, Blake, he runs a stable of dealerships that have been in operation since the 1940s. He has served on AIADA's board of directors since 2009.

ECONOMIC INDICATORS

• **Cedar City** is ranked No. 52, **Salt Lake City** is No. 124 and **St. George** is No. 141 in a list of U.S. cities based on how long \$1 million lasts in retirement, compiled by **SmartAsset**. The company calculated the average cost of living for retirees in the largest U.S. cities. McAllen, Texas, topped the rankings, at 42.29 years.

EDUCATION/TRAINING

• The **Sandy Area Chamber of Commerce's Business Institute**, in partnership with **Business Performance Group Inc.**, will offer a **Sales Academy** this spring, with classes beginning in May. The academy will offer six modules, including building a foundation for success, building rapport, capturing a prospect's attention, building a sales arsenal, developing a powerful presentation, and asking for the business. The cost is \$600 for chamber members. The institute, in partnership with **Firetoss**, also will offer a **Marketing & Advertising Academy**, with classes starting in May. The academy will cover SEO, pay-per-click advertising, Google ad words, programmatic display advertising, and how to maximize web traffic. The four-week course costs \$500 for chamber members. Details are available by contacting

Erica Bohl at erica@sandychamber.com or (801) 727-4502.

• **Western Governor's University's** College of Information Technology has added a **bachelor's of science in computer science (BSCS)** degree program. It is offered online and is competency-based. Students can begin their program as early as June 1. The program will teach students to design, develop and optimize systems, preparing them for opportunities in careers such as computer systems analyst, programmer, AI specialist, software engineer, UX designer, and network architect.



EXPANSIONS

• **Sportsman's Warehouse**, Midvale- has announced it will have new retail stores in Milpitas, California, and Coon Rapids, Minnesota. The Milpitas store will be the company's 11th in California. Both store are expected to open this summer. The company will have 92 stores in 23 states.

• **USANA Health Sciences**, Salt Lake City, has announced it will expand into four European markets: Romania, Germany, Italy and Spain. The company will have 24 markets worldwide.

GOVERNMENT

• **Salt Lake City Mayor Jackie Biskupski** and the **Salt Lake City Council** are seeking resident feedback on a sales tax and bond proposal. They are currently exploring the possibility of activating a 0.5-percent sales tax option provided to the city in 2015. The ongoing funding could be used to help fund growth-related priority areas of street repair, affordable housing, transit service, and neighborhood safety and security. The proposed sales-tax increase is estimated to generate between \$32 million and \$34 million annually and would exempt food (groceries) and large purchases like automobiles. The potential bond is estimated to be \$87 million and would replace two bonds approved by voters 20 years ago. A council

public hearing on the matter will be April 17 at 7 p.m. at the Salt Lake City and County Building, third floor. Details about "Funding Our Future" is at www.fundingourfutureslc.com/get-involved.

• **Salt Lake City Mayor Jackie Biskupski** has proclaimed the month of April as **"Craft Beer Month"** to recognize the city's local brewers and their contribution to Utah's economy. The city has 15 craft breweries, up from three microbreweries two decades ago. The craft beer industry contributes \$450 million to the Utah economy each year and is closely tied to tourism, the mayor's office said.

HEALTHCARE

• **ProLung Inc.** has appointed **Mark V. Anderson** as chief financial officer. Most recently, he was a partner with Eide Bailly LLP and previously a partner with Hansen, Barnett and Maxwell, which was acquired by Eide Bailly LLP. His experience also includes quality control director and engagement partner for various public and private companies in healthcare and other industries. He holds both bachelor of science and a master of professional accountancy degrees from Weber State University. ProLung, based in Salt Lake City, is focused on predictive analytics technology and non-invasive tests for the risk stratification of indeterminate pulmonary nodules.

• **Sound Sleep Medical**, a dental practice specializing in treating sleep apnea with oral appliances, has opened offices at 1075 N. Washington Blvd., Ogden, and 3216 N. University Ave., Provo. It maintains an office in Sandy that opened in January. Consultants/office managers are **Aubrey Angus** in the Sandy office, **Mindy Sowers** in Provo, and **Misty Pond** in Ogden.

• The board of directors of **HealthEquity Inc.**, a Draper-based health savings accounting non-bank custodian, has elected **Debra McCowan** to the board and its Compensation Committee. McCowan is a human resources



Debra McCowan

professional with more than 25 years of global management experience. She currently is the executive vice president and chief human resource officer of Equinix Inc. She previously was the co-founder and partner at Accelerance Inc., served as vice president of worldwide human resources for Avago Technologies U.S. Inc., and vice president of human resources for Hitachi Data Systems.

• **Xevant**, a Salt Lake City-based managed-care client optimization company, has hired **Chris Cowley** as director of software development. Cowley has more than 20 years of managed-care data experience. His education includes a B.S. degree in business administration from Utah State University.

• **CHG Healthcare**, a Salt Lake City-based healthcare staffing company, has named **Rob Millard** its new chief financial officer. Millard has experience in banking



Rob Millard

and financial services, serving most recently as CFO at Earnest Inc. in San Francisco. Before Earnest, Millard spent 12 years at Arthur Andersen in New York and 14 years at GE Capital Bank in Salt Lake City. Millard succeeds **Sean Dailey**, who announced his retirement earlier this year after two decades with the company.

INVESTMENTS

• **Canopy**, a Lehi-based cloud-based practice management platform for tax and accounting professionals, has announced the closing of a \$30 million funding round led by **New Enterprise Associates (NEA)**, with participation from **Wells Fargo Strategic Capital**, **Pelion Ventures**, **University Growth Fund** and **EPIC Ventures**.

• **Neighbor**, Salt Lake City, has received \$2.5 million in seed funding from **Peak Ventures** and **Pelion Ventures**. Founded in 2017, Neighbor is a peer-to-peer self-storage company.

• **Wasatch Advisors Inc.**, Salt Lake City, has announced the planned departure of founder and chairman **Sam Stewart**, who will leave to join **Seven Canyons Advisors LLC**, a company established by members of his family. Son **Josh Stewart** also will leave Wasatch to join the new family-owned firm. Sam Stewart founded Wasatch Advisors in 1975 and has served as a portfolio manager

and the firm's chairman since that time. Through 2009, he also served as the firm's CEO. Josh Stewart joined Wasatch full time in 2006. Wasatch Funds also announced that it has approved a plan to merge the two Wasatch funds currently managed by Sam and Josh Stewart — Wasatch Strategic Income Fund and the Wasatch World Innovators Fund — into two new funds with similar objectives and strategies managed by the two at their new firm. The merger is expected to occur in the third quarter. Sam and Josh Stewart will remain employees of Wasatch Advisors and will manage the funds until the merger is completed.

MANUFACTURING

• **Petersen Inc.**, a manufacturing company based in Ogden, has appointed **Bryan Crowell** as chief operating officer and promoted **Frank Shaw** to vice president-program office and **Dean**



Bryan Crowell

Vernon to vice president-operations. Crowell joined the company with more than 25 years of operational management and engineering



Frank Shaw



Dean Vernon

experience. He also is a Shingo Award-winning author of the book *Own the Gap: How to Build a Daily Kaizen Culture*. Shaw has been with Petersen for more than 30 years. Vernon has 12 combined years with the company.

OUTDOOR PRODUCTS/ RECREATION/SPORTS

• Utah's ski resorts have announced their closing dates

see BRIEFS next page

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Industry Briefs

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for the 2017-18 season, depending on weather. **Alta's** closing will be April 15, but the resort will reopen April 20-22, April 27-29 and May 4-6. Other closing dates are **Brian Head**, April 15; **Brighton**, April 22; **Powder Mountain**, April 15; **Snowbasin**, April 15; and **Solitude**, April 15. **Beaver Mountain**, **Deer Valley**, **Eagle Point**, **Nordic Valley**, **Park City** and **Sundance** have already closed. Closing dates for **Cherry Peak** and **Snowbird** have yet to be determined.

• **Ski Utah** has promoted **Hailey Klotz** to content director.



Hailey Klotz

She is charged with managing, producing and disseminating content on SkiUtah.com and Ski Utah's social media channels. After graduating with a marketing degree from the University of Utah in 2013, she began her career at Ski Utah as a public relations intern and later became marketing manager.

• **Vista Outdoor Inc.**, Farmington, has named **Miguel "Mick" Lopez** as the company's senior vice president and chief financial officer.



Miguel Lopez

Lopez has over 30 years of experience in finance, operations and strategy, with a background that includes corporate finance, treasury, financial planning and analysis, tax, investor relations, strategic planning and risk management. Most recently, he served as the CFO of Veritas Technologies from 2016-2017. He also was CFO for Harris Corp. and Aricent Group/KKR Private

Equity. He also held roles at Cisco Systems, Tyco International, IBM and KPMG.

REAL ESTATE

• **Buchanan Street Partners**, a California-based real estate investment management firm, has acquired a 160-unit multifamily property in Cottonwood Heights from **RK Properties** for \$31.75 million. Buchanan Street plans to upgrade the unit interiors, improve building exteriors and common areas, and have a rebranding campaign to reposition the project in the market. James Wadsworth, managing director at **Berkadia**, represented both Buchanan Street and RK Properties in the transaction. The acquisition follows Buchanan's 2017 acquisition of another Salt Lake City area property, a 298-unit apartment project.

• **CBRE Inc.** has appointed **Lloyd E. Allen** as managing director of its Salt Lake City office,



Lloyd Allen

overseeing all business lines for the CBRE operation in Utah. Allen has spent most of his professional experience in law, where he has served as general and corporate counsel, worked in private practice and taught law as an adjunct professor. In 2006, he transitioned to commercial real estate where he has worked in various capacities, including most recently as sales director and principal broker of CBRE's Salt Lake City operations. Allen's education includes a bachelor of science in accounting from the University of Utah.

• **PREP Property Group Inc.**, Park City, has hired **Numa Jerome** as vice president of leasing. Jerome



Numa Jerome

has 25 years of experience in the retail real estate industry. Prior to joining PREP, Jerome was senior vice president of East Coast leasing at Combined Properties. He served in the U.S. Army Reserve from 1986-1992 and he began his real estate career in 1993 as a senior financial analyst and later as a leasing representative with Combined. He subsequently held senior positions at Federal Realty Investment Trust and Edens & Avant. Jerome returned to Combined Properties in 2008.

• **Richmond American Homes of Utah Inc.** has opened **South Hills**, a neighborhood at 15000 S. Academy Parkway, Herriman. It features two-story homes, which

include three to six bedrooms and approximately 2,000 to 2,510 square feet.

RECOGNITIONS

• **United Way of Salt Lake** has announced its **United for Change Changemaker** award honorees for 2018. United Way will honor **Gail Miller**, owner and chair of the Larry H. Miller Group of Companies; the Promise Partnership Regional Council's co-chair, **Kirk Aubry**, and founding co-chairs **Martin Bates** and **Mark Bouchard**; **Debbie Koji**, principal of South Kearns Elementary School; and **Zions Bancorporation** and **Zions Bank**. The Changemaker awards are presented to businesses, civic leaders and organizations that work with others to create measurable change in the community. Recipients will be honored April 10 at the third annual United for Change breakfast. Details are at unitedforchange.uw.org.

• The **Sandy Area Chamber of Commerce** has announced three people who will receive **2018 Titan Awards** later this year: **Ann Romney**, best-selling author and global ambassador for the Ann Romney Center for Neurological Diseases; **Sterling Nielsen**, president and chief executive officer of Mountain America Credit Union; and **Jay Francis**, executive vice president of corporate affairs and Miller Family Philanthropy for the Larry H. Miller Group.

• Two student teams from Grand Valley State University in Michigan took first- and second-place prizes in the first **Outdoor Weber** competition, hosted by **Weber State University's Hall Global Entrepreneurship Center**. The winning team received \$30,000 toward funding

their outdoor product idea. The winning product is the **Orindi mask** by **Jordan Vanderham** and **Jared Seifert**. It is designed to enable easier breathing in cold weather by warming the air for the user. The second-place product, **Locker Lifestyle** by **Katarina Samardzija**, provides users with a place to keep small valuables when being active. Locker Lifestyle products are designed to be worn on the head or wrist. She received \$7,500. The third-place, \$5,000 prize was won by a team from **Utah State University**. Their product, **LIMID**, provides consumers with water-activated beacon lights for life jackets. The honorable-mention prize went to **Zach Skoheim** of Grand Valley State University for the **Trail Tracker**, which helps prevent off-road vehicles from colliding. More than 80 contestants nationwide submitted a 90-second video pitch of an outdoor-product idea.

• **West Valley City** is among 30 finalists for the **2018 Secretary of Defense Employer Support Freedom Award**. The nominator's service is the Air Force Reserve. The finalists represent large and small employers, as well as government organizations. The Employer Support for the Guard and Reserve (ESGR) received 2,350 nominations for employers in all 50 states, Guam-CNMI, Puerto Rico, the U.S. Virgin Islands and the District of Columbia. A board will select and announce 15 recipients of the award by mid-June.

RESTAURANTS

• **Dave & Buster's** will open a location in May at The Gateway in Salt Lake City, with more than 250 people expected to work there. The 45,000-square-foot location will

be the company's 113th. It will feature chef-crafted food, cocktails, hundreds of arcade games and a sports bar filled with dozens of HDTVs.

RETAIL

• **Station Park**, Farmington, has announced that **Best Buy** has signed a lease to open a store there this fall. The 36,000-square-foot store will offer major appliances, audio and home theater technology, and other products and services. It will be the company's ninth store in the Salt Lake City area. Station Park also said **Nike Factory Store** will open April 26. Three stores — **Sports Clips**, **Jersey Mike's Subs** and **Sleep Number** — will open this summer at **Station Park West**, the third phase of the property.

• **Med One Group**, a Sandy-based medical equipment leasing, rental and sales company, has appointed **Andy D'Ascenzo**



Andy D'Ascenzo

to its board of directors. D'Ascenzo is currently serving as the global vice president of sales at Qualcomm Life. His career also has included serving in executive sales positions at Alaris Medical Systems, Cardinal Health, CareFusion Corp. and Becton Dickinson.

TECHNOLOGY/LIFE SCIENCES

• **Pluralsight**, a Farmington-based technology learning platform, has announced it has submitted a draft registration statement on Form S-1 to the U.S. Securities and Exchange Commission relating to the proposed initial public offering of its Class A common stock. The initial public offering is expected to commence after the SEC completes its review process, subject to market and other conditions.

TRANSPORTATION

• **William K. England**, who led the growth of transportation company **C.R. England Trucking Co.** along with his brother Eugene,



William England

died March 28. William England was born in 1923 and with his brother built the company from one truck in 1946 to now more than 5,000. William England also served on the boards of both the Utah Trucking Association and the American Trucking Association.



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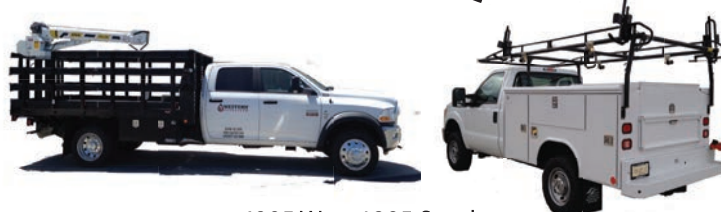
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PIONEERS

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here.' That is not an empty catchphrase. That is, in fact, who we are."

Three immigrants and one organization received the awards during the chamber event: Aden Batar, director of immigration and refugee resettlement at Catholic Community Services; Luz Escamilla, a Utah state senator and vice president of community development at Zions Bank; Valter Nassi, owner and proprietor of Valter's Osteria; and LDS Humanitarian Services, part of the

Church of Jesus Christ of Latter-day Saints.

Lane Beattie, the chamber's president and chief executive officer, said the awards "showcase the amazing immigrants that are making a difference in our community."

The LDS church in 2016 responded to 147 countries on 2,630 projects with over 1,500 partners to serve millions of people worldwide. Steve Peterson, managing director of the church's welfare system, urged audience members to assist people new to Utah.

"This community was settled by pioneers about 171 years

ago, and they themselves were refugees and immigrants and homeless and downtrodden," Peterson said. "And I think that it's only fitting and appropriate that today we have the opportunity, as well as the responsibility, to try to reach out and help those that are suffering from similar circumstances today in this community."

Salt Lake City and Utah "welcomed me and gave me a home," said Batar, who came to Utah after fleeing Somalia. "When we came here, it was not easy, but we were welcomed with open arms. ... And that's why I like Utah, because it is the most

welcoming state in the United States. You made that, and let's continue that, and let's welcome more refugees into our community."

Escamilla, who in 2008 became the first immigrant elected to the state Legislature, said that in a nation "extremely divided by political rhetoric, hatred and bigotry," the awards symbolize hope.

"By inviting and encouraging and recognizing and embracing the stories and experiences of new pioneers, new Americans, immigrants and refugees and those who serve them, we are welcoming the dialogue that is so needed in these times," said Escamilla, born in Mexico. "It allows for us to be humans. We should humanize new Americans, and it serves as a reminder that this country was and continues to be built on the backs of new Americans and their families."

Jeremy Robbins, executive director of the New American Economy, a bipartisan coalition of more than 500 CEOs and mayors making the economic case for immigration reform, said Utah has 250,000 immigrants. About 12,000 have started businesses that employ 31,000 people. Immigrants, he said, "are all over the economy."

While the national debate about immigration is "very fractured," he said, "immigration is a great thing for America's economy." One of the nation's competitive advantages is having new generations of people "come and reinvigorate the American spirit," he said.

Still, immigration has been used as a political football "where you don't ever really solve the problem," and it is easy for immigration reform supporters to

become disheartened, he said. Every few years, Congress seems to make progress on reform, only to see it falter.

But Robbins encouraged everyone to get involved.

"Most of us don't have a natural platform for this. It's easy to feel like, 'I don't matter. I can't do this. I don't really know the issue well enough so I'm not going to call Congress. It's so disheartening. What if this guy asks some questions I can't answer? I'm not a political activist.'"

"The reality is, it's easier than you think. It feels really hard and it feels like one voice among 330 million doesn't matter," but members of Congress track phone calls they receive and pay attention to stories, columns and letters to the editor in newspapers as they "test the waters" on issues, Robbins said.

"I think most members are looking for a way to get to 'yes' on immigration and they need to feel like they're supported," he said.

Jason Mathis, executive vice president of the Salt Lake Chamber, expressed optimism that audience members would leave with "a small sense of hope on this issue."

"It is an issue that is divisive. It is an issue that's easy to be disheartened on. It's an issue that it's easy to get beaten down on because every day there's another story or something else that's going on and not always positive – most of the time negative," he said, urging people to "recommit to the issue."

"Because, really," he said, "it's only through the efforts of everyone who is here today and thousands of other regular, ordinary, normal businesspeople and other people, that we'll ever get anything done."



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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.

April 10

Breakfast Meeting, an ACG (Association for Corporate Growth) Utah event. Networking is at 7:15 a.m. Breakfast and presentation will be 7:45-9 a.m. Speaker is Todd Heiner, former co-founder, chief executive officer and president of Express Locations LLC, a T-Mobile retailer. Location is Marriott City Center, 220 S. State St., Salt Lake City. Details are at www.acg.org/Utah/events.

April 10, 7:30 a.m.-3 p.m.

"Spring Into Success" Conference, a ChamberWest Women in Business event. Keynote presenter is Stacey Bess. General session presenter is Vikki Carrel. Event also includes general sessions, three breakout sessions, three mini-sessions and more. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$90. Details are at www.chamberwest.com.

April 10, 10 a.m.-2 p.m.

Work Ability Career Exploration & Job Fair for individuals with disabilities. Location is Sanderson Center for the Deaf and Hard of Hearing, 5709 S. 1500 W., Taylorsville. Details are available at usor.utah.gov/employers or by contacting Thomas Smith at thomassmith@utah.gov or (801) 887-0282.

April 10, 2:30-3:30 p.m.

"How to Identify Business Opportunities with the Asian Development Bank," a World Trade Center Utah event, in partnership with U.S. Commercial Service and Utah District Export Council. Attendees will learn how to identify and pursue ADB business opportunities and how to bid successfully for ADB-financed projects. Speaker is Bart Edes, ADB's representative in North America. Location is World Trade Center Utah, 60 E. South Temple, No. 300, Salt Lake City. Details are at wtcutah.com.

April 10, 5:30-7:30 p.m.

Business After Hours Social, a Holladay Chamber of Commerce event. Location is Hampton Inn by Hilton Salt Lake City/Cottonwood, 3210 E. Millrock Drive, Salt Lake City. Free for chamber members, \$10 for nonmembers. Details are at holladaychamberofcommerce.org.

April 11

Seventh Annual Safety Conference, presented by the Utah Manufacturers Association and the Utah Mining Association. Morning keynote speaker Griff Nielson, president of Lifetime Fitness, will discuss "Discovering Your Force Within: Four Keys to Defeating Workplace Fatigue." Afternoon keynote speaker Chad Hymas will discuss "In a Hurry?" Event also features breakout sessions and safety awards presentations. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Details are at umaweb.org.

April 11 8-9:30 a.m.

CTO Series, a Utah Technology Council (UTC) event for CTO and product executives at UTC member companies. Location is Home 2 Suites by Hilton Salt Lake City, 10704 S. River Front Parkway, South Jordan. Free. Registration can be completed at Eventbrite.com.

April 11, 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.

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

"Let's Do Lunch," a Sandy Area Chamber of Commerce event. Location is Mimi's Café, 10470 S. State St., Sandy. Details are at sandychamber.com.

April 11, noon-1 p.m.

"Walkable Wednesday," an Urban Land Institute (ULI) Utah event featuring a walking tour of the 9 Line corridor. Walk begins at 9 Line Bike Park, 905 S. 700 W., Salt Lake City. Free. Details are at utah.uli.org.

April 11, 3-5 p.m.

"Exploring Apps to Help You Manage Employees, Operations and Inventory," a Women's Business Center event. Location is the Women's Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Details are at slchamber.com.

April 11, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Megaplex Theatres at The Junction, 2351 Kiesel Ave., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

April 11, 6:30-8 p.m.

"Creating Circles of Influence," part of the "Lectures

in Entrepreneurship" Series at Westminster College. Speakers are GERALYN Dreyfous of Impact Partners and Katie Holland of Illuminate. Lectures are a college-level class open to the public. Location is Westminster's Gore Auditorium, 1840 S. 1300 E., Salt Lake City. Free. Registration can be completed at Eventbrite.com.

April 12, 8-9 a.m.

GDPR Compliance Presentation, a Parsons Behle & Latimer event. Beginning May 25, General Data Protection Regulation (GDPR) will impact every company conducting business in Europe. GDPR requires extensive legal documentation and carries copious fines for noncompliance. Location is Parsons Behle & Latimer, 201 S. Main St., Suite 1500, Salt Lake City. Details are at <https://www.parsonsbhle.com/>.

April 12, 11:30 a.m.-1 p.m.

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is Glenn Lanham of the Brain Injury Alliance of Utah. Location is Prohibition, 151 E. 6100 S., Murray. Cost is \$15 for members, \$20 for guests. Details are at murraychamber.org.

April 12, 11:30 a.m.-1 p.m.

LinkedIn Luncheon, a Utah Valley Chamber event. Location is Outback Steak House, 372 E. University Parkway, Orem. Pay if ordering from the menu. Details are at thechamber.org.

April 12, 11:30 a.m.-1 p.m.

WIB Luncheon, a Davis Chamber of Commerce event. Topic is "Rising Above the Chaos: Business Leaders Going Beyond Boundaries to Grab Success." Location is Davis Technical College/Business Resource Building, 450 S. Simmons Way, Kaysville. Cost is \$20 for members and walk-ins. Details are at davischamberofcommerce.com.

April 12, 4-6 p.m.

B 4/5, a West Jordan Chamber of Commerce event. Location is Residence Inn and Suites, 7558 S. Plaza Center Drive, West Jordan. Details are at westjordanchamber.com.

April 12, 4-6 p.m.

DealForum, a VentureCapital.org live-pitch event featuring five entrepreneurs seeking capital for their ventures: Great Coach, Sprezie, Payraise, Genneve and Ziing. Location is Neumont University, 143 S. Main St., Salt Lake City. Registration can be completed at Eventbrite.com.

April 12, 5-6 p.m.

"How to Get to a Multi-Million-Dollar Exit," a Startup Ignition event. Speaker John Richards, instructor, founder and chief executive officer of Startup Ignition, will discuss how to do the right things in the right order to get to the finish line and how to avoid the game-ending mistakes. Location is Davis Technical College, Business Resource Center, 450 Simmons Way, Kaysville. Free, and open to everyone. Registration can be completed at Eventbrite.com.

April 12, 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>.

April 12, 6:30-8 p.m.

Small Business Evening Roundtable, a SCORE event. Location is Sandy Library, 10100 S. Petunia Way, Sandy. Free. Details are at <https://www.sba.gov/tools/events>.

April 13, 7:30-8:30 a.m.

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker is Kathie Allen, candidate for Utah Senate District 8. Location is Mimi's Café, 5223 S. State St., Murray. Free, and open to the public. Details are at murraychamber.org.

April 13, 7:45-9 a.m.

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

April 14, 11:30 a.m.-3:30 p.m.

Women in Business Luncheon, a Sandy Area Chamber of Commerce event that is opening day for the Utah Royals FC women's soccer team. All-you-can-eat food and soft drinks are available at the America First pavilion on the Rio Tinto Stadium east lawn, 9256 S. State St., Sandy. Cost is \$20. Game time is 1:30 p.m. Details are at sandychamber.com.

April 17, 7:30-9 a.m.

Partners in Education Appreciation Breakfast, an Ogden-Weber Chamber of Commerce event designed to foster continued support for education in Weber County. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden.

Free. Registration can be completed at <http://bit.ly/2018pie>.

April 17, 8 a.m.-2:30 p.m.

"Managing the Ill or Injured Worker Under the ADA, FMLA and Workers' Compensation," an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$185. Details are at employerscouncil.org.

April 17, 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.

April 17, noon-1 p.m.

GDPR Compliance Presentation, a Parsons Behle & Latimer/Silicon Slopes event. Beginning May 25, General Data Protection Regulation (GDPR) will impact every company conducting business in Europe. GDPR requires extensive legal documentation and carries copious fines for noncompliance. Location is Silicon Slopes, 2600 W. Executive Parkway, Lehi. Details are at <https://www.parsonsbhle.com/>.

April 17, 6-8 p.m.

"Protecting Your Product IP to Protect Your Business," presented by Workman Nydegger and the Utah Chapter of the Product Development Management Association. Location is Workman Nydegger, 60 E. South Temple, No. 1000, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

April 18, 8 a.m.-4:30 p.m.

2018 Women's Entrepreneurial Conference, with the theme "Branding, Marketing & Sales: Building Blocks for Growth." Event features speakers, breakout sessions and a pitch competition for over \$15,000 in grants to women-owned businesses. Location is Holladay City Hall, 2300 E. 4800 S., Holladay. Cost is \$99. Details are at <https://www.utwng.com/wng-event/2018-womens-entrepreneurial-conference/>.

April 18, 11:30 a.m.-4 p.m.

B2B Expo, hosted by the Davis Chamber of Commerce and Davis Conference Center. Keynote speaker is Jason Hewlett. Luncheon and speaker are at 11:30 a.m.-1:15 p.m. Expo is 1:15-5 p.m. Location is Davis Conference Center, 1651

CALENDAR

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N. 700 W., Layton. Free, and open to the public. Details are at davischamberofcommerce.com.

April 18, 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.

April 18, 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>.

April 18, 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>.

April 18, 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>.

April 18, 6:30-8 p.m.

"The Power of Language," part of the "Lectures in Entrepreneurship" Series at Westminster College. Speakers are Lelani Craig of CommGap International Language Services and Brian Sather of Blacksmith International. Lectures are a college-level class open to the public. Location is Westminster's Gore Auditorium, 1840 S. 1300 E., Salt Lake City. Free. Registration can be completed at Eventbrite.com.

April 19, 8-9 a.m.

GDPR Compliance Presentation, a Parsons Behle & Latimer event. Beginning May 25, General Data Protection Regulation (GDPR) will impact every company conducting business in Europe. GDPR requires extensive legal documentation and carries copious fines for non-compliance. Location is Parsons Behle & Latimer, 201 S. Main St., Suite 1500, Salt Lake City. Details are at <https://www.parsonsbhle.com/>.

April 19, 10-11:30 a.m.

Fourth Annual Education Appreciation Lunch, a Murray Area Chamber of Commerce event honoring 16 teachers and students from 16 Murray schools. Location is Brio Tuscan Grille, 6173 S. State St., Murray. Cost is \$20 with prepaid RSVP by April

16, \$30 at the door. Details are at murraychamber.org.

April 19, 11 a.m.-2 p.m.

UTC Annual Membership Meeting, a Utah Technology Council event featuring a celebration of achievements from the past 12 months, a forecast of UTC's future and the presentation of the 2017 Industry Awards. Location is Show Barn at Thanksgiving Point, 3003 N. Thanksgiving Way, Lehi. Registration can be completed at Eventbrite.com. Details are at utahtech.org.

April 19, 11:30 a.m.-1 p.m.

"Multiplying Lasting Profitable Relationships," a West Jordan Chamber of Commerce event. Speaker is Clay Neves of Personal Sales Dynamics. Location is West Jordan City Hall, Community Room, 8000 S. Redwood Road, West Jordan. Details are at westjordanchamber.com.

April 19, 11:30 a.m.-1 p.m.

WBN Luncheon, a Utah Valley Chamber event. Presenter Daniel McKown of the Orem Police Department will discuss active shooter training. Location is the SCERA Center for the Arts, 745 State St., Orem. Cost is \$25 for members, \$30 for nonmembers. Details are at thechamber.org.

April 20, 7:30 a.m.-noon

Spring 2018 Nubiz Symposium: "The Art & Science of Sales," a Nubiz event. Location is Weber State University, Shepherd Union Building, 3910 W. Campus Drive, Ogden. Cost is \$49 (two-for-one admission for chamber members). Details are at ogdenweberchamber.com.

April 24, 9 a.m.-noon

SBA Contracting Programs, a U.S. Small Business Administration (SBA) event. Location is Wallace Bennett Federal Building, 125 S. State St., Room 2227, Salt Lake City. Free. Details are at <https://utahsbdc.org/trainings>.

April 24, 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.

April 24, 5-7 p.m.

Business Women's Forum Spring Mixer. Location to be announced. Cost is \$15 for members, \$20 for nonmembers. Details are at slchamber.com.

April 25-27

Second Annual BambooHR Summit, designed to provide

attendees insights from industry luminaries and professionals on improving company culture, employee engagement, performance, and other important areas of high human resources impact. Location is Snowbird, 9385 S. Snowbird Center Drive, Snowbird. Cost is \$1,395. Details are at www.bamboohr.com/summit/.

April 25, 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.

April 25, 8 a.m.-3:30 p.m.

"Interviewing and Hiring I," an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$185. Details are at employerscouncil.org.

April 25, 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.

see **CALENDAR** next page



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CALENDAR

from previous page

April 25, 11:30 a.m.-1 p.m.

"Women on the Rise," celebrating Administrative Assistants' Day. Location is The Gathering Place at Gardner Village, 1100 W. 7800 S., West Jordan. Cost is \$25. Details are at utahwomenontherise.com.

April 25, noon-1 p.m.

"Designing a Culture: Building a Foundation for Performance in 90 Days," a Silicon Slopes event. Speaker is Reza Ahmadi, principal at Emergent Solutions Inc. Location is Silicon Slopes, 2600 Executive Parkway, Lehi. Free. Registration can be completed at Eventbrite.com.

April 25, 3-5 p.m.

"Think, Write, Get Funded: How to Prepare a Loan Package," a Women's Business Center event. Location is the Women's Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Details are at

slchamber.com.

April 25, 6:30-8 p.m.

"Social Entrepreneurship," a 2018 "Lectures In Entrepreneurship" event presented by the Westminster College Center for Entrepreneurship. Lectures are a college-level class open to the public. Speakers are Wendy Bird, founder of Pearls with Purpose; and Shawn Peterson, founder and director of The Green Urban Lunch Box. Location is Westminster's Gore Auditorium, 1840 S. 1300 E., Salt Lake City. Free. Registration can be completed at Eventbrite.com.

April 26-28

"Startup Ignition Express," a three-day lean startup bootcamp co-hosted by Startup Ignition and Grow Utah and designed to help entrepreneurs be more successful and raise capital when needed. Location is Davis Technical College/Business Resource Center, 450 Simmons Way, Kaysville. Cost is \$1,999. Details are at <https://startupignition.com/express-northfront>.

April 26, 8 a.m.-noon

"Utah Crowdfunder Series: Core Experience," created for tech, product, game and social entrepreneurs. Keynote speaker is Neal Harmon of VidAngel. A panel will discuss "How to do it Right on Kickstarter & IndieGoGo." Location is Salt Lake Community College's Miller Campus, Karen Gail Miller Conference Center, 9750 S. 300 W., Sandy. Cost is \$27. Details are at <https://www.utahcrowdfunder.com>

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

Networking Lunch, a Murray Area Chamber of Commerce event. Location is Prohibition, 151 E. 6100 S., Murray. Details are at murraychamber.org.

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

ChamberWest Luncheon Series. Speaker is Officer Anthony Tueller of the West Valley City Police Department discussing "Mental Preparation for Deadly Encounters." Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$20 for members with RSVP. Details are at www.chamber-west.com.

April 26, 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>.

April 26, 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>.

April 26, 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>.

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

12th Annual Utah Economic Summit, hosted by Gov. Gary Herbert. Event includes keynote presentation by Mitch Lowe, co-founding executive of Netflix and chief executive officer of MoviePass, "power" presentations, breakout sessions and a closing reception. Location is

Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$210. Details are at utaheconomicsummit.com.

April 27, 8 a.m.-6 p.m.

Free Co-Working Friday, an Impact Hub event. Location is Impact Hub, 150 S. State St., Salt Lake City. Details are at <https://hubsaltlake.com/>.

April 28

"Shanks for the Memories" Golf Tournament, presented by West Valley City and the Utah Cultural Celebration Center, with proceeds to benefit the local arts programs at the Utah Cultural Celebration Center. Four-person scramble format, with an 8 a.m. shotgun start. Lunch banquet, awards and prizes are 1:30 p.m. Location is The Ridge Golf Club, 5505 Westridge Blvd., West Valley City. Cost is \$75; \$60 for active military, military veterans and seniors over 60; \$250 for a four-some. Sponsorships are available. Details are at <https://www.culturalcelebration.org/golf-tournament.html>.

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Opinion

Not even confession is good for the soul of the American steel industry

In light of President Donald Trump's announcement of new tariffs for China, I thought I'd share one thing I've learned this year about those who believe in protectionism. Don't be fooled; even though they claim that America benefits from protectionist policies, many of them know that those policies hurt us all. Occasionally, they even admit it in public.

Here's a recent example. A few weeks ago, Commerce Secretary Wilbur Ross expressed his opinion that everyone should relax about the Trump administration's giving a handout to its friends in the steel industry, because the tariffs will only hurt our whole nation a little. The pain, he says, will be "negligible." That's easy for him to say from the comfort of his federal government office.

As my colleague and trade expert Christine McDaniel noted at the time, trade economists know full well that the size of the nationwide estimate used by the secretary to justify the president's import tax is pretty irrelevant. Yes, economy-wide effects of import taxes on a good in one particular industry are understandably very small when measured against our giant

economy and all industries put together.

What really matters is that on net, the economy, the American people and American firms will suffer more than the steelworkers and moguls in the steel industry will benefit. What Ross, of course, forgot to mention is that the specific impact of the steel tariffs on those workers and firms in steel-consuming industries is not only negative but large.

As if the carelessness of our commerce secretary weren't enough, I draw your attention to a new report by a steel lobbyist group called the Coalition for a Prosperous America. It argues that the Trump tariffs on steel and aluminum imports will create 19,000 jobs and reduce the United States' gross domestic product by only \$1.4 billion.

First, let's consider these findings in the most favorable light. Let's assume that the tariffs will actually produce 19,000 jobs. Let's also assume that the creation of these jobs will cost only \$1.4 billion in economic growth. As George Mason University economist Donald Boudreaux notes, "each job created will cost \$73,684 (which is \$1.4 billion divided by 19,000). The typ-

ical worker in a steel mill earns in annual wages about \$55,556. If we assume that this worker gets another 20 percent of this pay in the form of fringe benefits, each steel-mill worker, on average, is annually paid about \$66,667. It appears, therefore, that the price we Americans will pay per job created will be roughly \$7,000 more than each of these jobs is worth." That's not a good thing.

I suspect that like Ross, the lobbyists believe that this isn't a high cost for us to pay. But as Boudreaux rightfully adds, "this same reasoning, were it valid, would also justify pickpocketing, as the negative impact of pickpocketing on U.S. GDP is likewise very tiny."

Second, as the Mercatus Center's trade policy co-director Dan Griswold also commented upon reading the report, "If the number of workers goes up, and total output goes down, is it not simple math that output per worker (or per hour worked) has gone down?" Yes, it is. That means that the workers' productivity has gone down and that their wages will, too.

In other words, the Coalition for a Prosperous America might say, "Yes, Americans are losers, but they should just relax about their big losses, as the

steel industry will have the tiniest gain."

To make matters worse, it's hard to take that study seriously in the first place, considering that the head of the Coalition for a Prosperous America is the chairman emeritus of Nucor, which, as the biggest steel company in the United States, stands to benefit the most from the import tax. It's even harder to take the study seriously when one knows what happened when the United States imposed steel tariffs in 2002. It's questionable as to whether those tariffs created any net jobs in the steel industry, and they clearly caused the destruction of more jobs in steel-consuming companies than were employed in the entire steel industry at the time. We're talking about some 200,000 workers losing their jobs.

Americans must wake up. When government officials and special interests are so confident that we'll let them pick our pockets without any resistance — even when they tell us they're robbing us — you know things have got to change.

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

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Trump's 'unconventional' art of the deal isn't working in foreign policy

By way of explanation for some of President Trump's bizarre foreign policy moves, we are often told that he is "unconventional" and that this could well be an asset. It's certainly true that he doesn't follow standard operating procedure on almost anything, from getting daily intelligence briefings to staffing the State Department. But his most striking departure from previous presidents has been in his rhetoric. American presidents have tended to weigh their words carefully, believing that they must preserve the credibility of the world's leading power.

And then there is Donald Trump, for whom words are weightless. During the campaign, he excoriated Saudi Arabia as a country that "want[s] women as slaves and to kill gays," only to make his first presidential trip abroad to the kingdom and warmly embrace its rulers. He said NATO was obsolete and then simply affirmed the opposite. China was a currency manipulator that was "raping" America, until it wasn't.

The loose rhetoric and idle threats have often backfired. After Trump was elected, he decided to try to threaten China by musing about recognizing Taiwan. The Chinese government called his bluff and froze relations with Washington. Trump had to call President Xi Jinping and eat his words.

But there are situations where such "flexibility" might work. On North Korea, Trump threatened to rain "fire and fury" on the country, only to now welcome a meeting with its leader. Trump's supporters say this kind of maneuvering could well produce a deal that has eluded more conventional ap-

proaches to the problem.

We should all hope that it will. But so far, it's worth noting that the circus-like atmosphere of Trump's alternating threats and embraces have obscured a key point: It's Trump who made the concession, not

Kim Jong Un. The American position has long been that until North Korea took some concrete steps toward denuclearization, there would be no talks. Until recently, the Trump administration itself insisted that it would not reward the nuclear buildup with negotiations.

Now, there is a good argument to be flexible on this procedural issue. But we should be aware that, so far, Kim Jong Un seems to be executing a smart strategy brilliantly. He embarked on a fast-track buildup, creating a genuine nuclear arsenal with missiles that can deliver the weapons around the world, risking tensions and even his relations with China. With the arsenal built, he is now mending relations with China, reaching out to South Korea and offering to negotiate with Washington.

Trump's skill here might well be his willingness to totally abandon a past position and endorse a new one. The United States will have to accept something less than its long-declared goal — complete denuclearization — and maybe Trump will be able to find a way to sell this.

There is, however, a different kind of tough talk that is more worrying. The administration pushes hard on some issue — trade with South Korea, for example — and then announces a deal, claiming to have won significant concessions. In fact, these have been mostly symbolic concessions

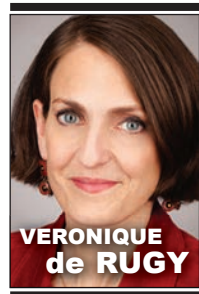
made by allies to allow the administration to save face. South Korea, for example, agreed to raise the number of cars each American auto manufacturer can sell in the country from 25,000 to 50,000. It's an easy concession to make. No American company sold even 11,000 cars there last year.

America remains a superpower. Its allies search for ways to accommodate it. The Trump administration can keep making outlandish demands, and it will obtain some concessions because no one wants an open breach with the United States. If Trump says the Europeans have to come up with some changes to the Iran deal, they will try to find a way to do so, because they

don't want to see the deal collapse and the West fall into disarray.

This is not a sign of power but rather the abuse of it. When the George W. Bush administration forced a series of countries to support the Iraq war, this did not signal American strength — it actually sapped that strength. This is a style that goes beyond the presidency. In recent years, America has grown accustomed to all kinds of special treatment. For example, the state of New York has used the power of the dollar as the world's reserve currency to force

see ZAKARIA next page



VERONIQUE de RUGY



FAREED ZAKARIA



Opinion

We have fought wars over less provocation than we are facing now

I am in the process of reading *Last Hope Island: Britain, occupied Europe, and the Brotherhood that Helped Turn the Tide of War* by Lynne Olson and have just finished the chapter about Allied intelligence agents in occupied Europe during World War II. These fighters had ingenious ways of sabotaging the Nazi war machine.

Present-day Russia also has intelligence agents, but these agents do not use guns, bombs and underground newspapers to shorten their war with the United States. Instead, they use hackers and social media gurus as their weapons of choice.

America is now in a battle to protect its freedoms and liberties. While I was watching a Senate Intelligence Committee meeting the other day, the director of the National Intelligence Agency, Dan Coats, said, "Elections are critical inflection points that present opportunities for Russia to advance its interests, both overtly and covertly." Yes, we are at war with Russia.

It is not beyond the realm of possibility that the Russians could do something like this: They could create sleeper cells of Americans who, during an election, would get their names on ballots. Russian hackers could then manipulate the election to make sure the Russian minions were elected and, in an instant, America would become a sat-

ellite state of Russia. The financial costs would be minimal and there would be no loss of Russian lives.

Now here's a puzzlement: Russia is also using fake news sites on social media to meddle in elections here and in Europe by criticizing and debunking candidates in thousands of elections across the world and yet our media are acting like ostriches and hiding their collective heads in the sand. They should be manning the barricades and calling all to arms to identify these sites and counteract them.

Our elected officials are not without fault. Richard Nixon used spies to break into Watergate offices to get lists of the Democrats' supporters. The Obama administration has been known to spy on its Republican opponents, and Utah Republicans are using sneaky guys to influence our local elections.

Utah Republicans, for decades and decades, have been using a disturbing antic called gerrymandering. Utah Republicans have drawn the election maps so that the resulting districts are very unfair to Democratic candidates. With the use of big data and artificial intelligence, Republican officials are drawing election maps that put voters, who lean Republican, into districts that guarantee that the Republican candidates will be elected. "Voters should choose their politicians, not politicians choosing their

voters," says the website of Better Boundaries, an organization formed to battle gerrymandering in Utah.

Thankfully there is a light at the end of the tunnel when it comes to gerrymandering. Recently, the courts have told states that their election maps are illegal and must be redrawn. American citizens are signing petitions to put amendments to state constitutions on ballots that would make gerrymandering extinct.

Pres. Trump could help mitigate the Russian dilemma by just picking up the phone and calling Putin to tell him to stop interfering in our elections. Trump must also then draw a red line in the sand by describing the consequences if Putin fails to act. Unlike Pres. Obama, who didn't follow through when telling the former president of Syria, Bashar al-Assad, to stop using poison gases on his people, Trump must follow through on his declaration. Another thing that Trump should do is fight fire with fire. His troops should hack Russia's electoral system and create fake news sites.

Writing software programs to eliminate hacking of our election system by the Russians is a momentous task. There are thousands of unique voting districts in the United States, all with their own IT departments using voting machines from different manufacturers. In all voting systems, the software allows an administrator to go in and tweak the system to add candidates' names.

Have no fear, there is a simple solution to this dilemma. We just need to revert back to paper ballots and use volunteers to count the votes. When I began voting many years ago, computers had not been invented and Harry Truman and J. Bracken Lee were still elected. The old is forever new.

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



ROBERT PEMBROKE

ZAKARIA

from previous page

foreign banks to pay fines and make settlements. It works, but it creates enormous resentment and leads countries like China to search for ways to work outside the system because they believe the existing one grants too much license to the U.S.

The United States has built up its credibility and political capital over the last century. The Trump administration is raiding that trust fund for short-term political advantage, in ways that will permanently deplete it.

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

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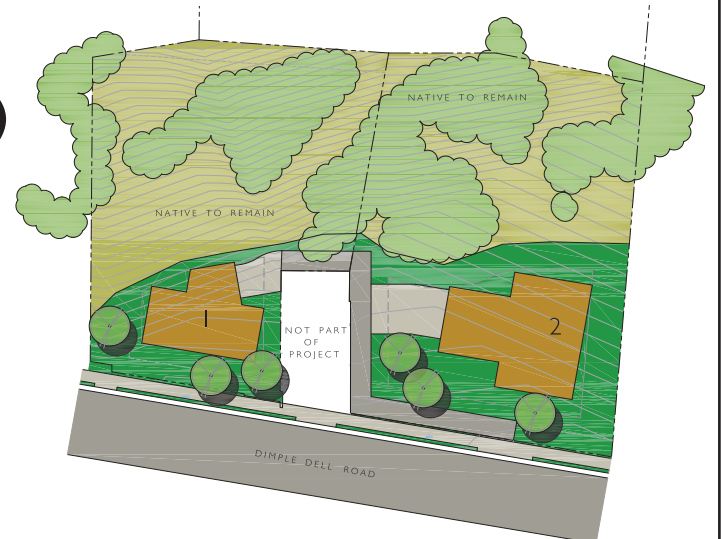
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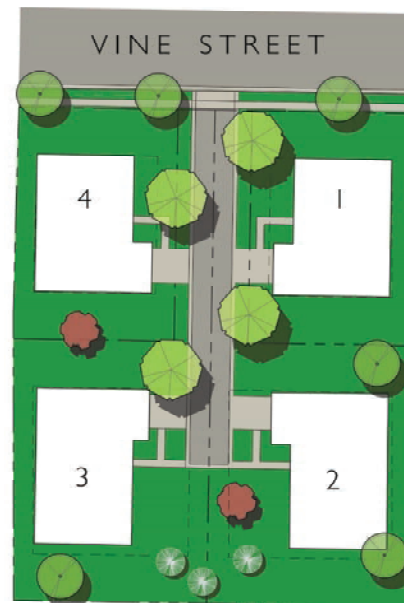
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CBC

from page 1

been rebranded to Colliers International Utah or Colliers Utah.

At the same time, the remaining operations of CBC Advisors were bought by First Capital of New York City and have been renamed Advisors Commercial Real Estate (ACRE). That acquisition includes CBC Advisors offices in New York; New Jersey; Colorado; Texas; Arizona; and the Southern California communities of Los Angeles, Irvine, El Segundo and Ontario. ACRE will be led by Suneet Singal, a partner at First Capital.

Terms of neither transaction have been disclosed.

Brandon Fugal, former chairman of CBC Advisors, will direct operations of Colliers Utah as chairman and lead partner. Lew Cramer remains as CEO.

Founded in 1998, CBC Advisors — now Colliers Utah — employs 200 and specializes in investment sales, lease brokerage, property management and consulting and advisory services to local, regional, national and global clients. It is widely recognized as the dominant market player in commercial real estate services in Utah.

“Our core principles and values align perfectly with the entrepreneurial culture and focus on service excellence exemplified by Colliers’ spirit of enterprise,” Fugal said. He expects the association with Colliers to put his office in a position to become a player in commercial real estate’s global market. “As part of the Colliers International global brand and platform, we can leverage our collective scale, re-

sources and international infrastructure to continue our growth and accelerate the success of our clients and professionals.”

Fugal cited the development of the proposed inland port in Salt Lake City’s Northwest Quadrant and the rapidly growing Silicon Slopes region in Salt Lake and Utah counties as examples of the changing commercial real estate landscape in Utah. “The ability for us to help elevate the Silicon Slopes movement and drive more activity and focus to Utah (will) inevitably create jobs and services for our communities,” he said.

With 2017 corporate revenues of \$2.3 billion, Colliers is the fastest-growing publicly listed global real estate company, operating in 69 countries with more than 12,000 employees, the company said in announcing its acquisition of CBC Advisors.

Prior to the acquisition, CBC Advisors had employed 150 brokers in its 12 nationwide offices and was the largest commercial brokerage firm in the Coldwell Banker organization and the top-performing Coldwell Banker Commercial affiliate globally, with over \$4 billion in assets under management and a closed volume of over \$2 billion in 2017.

“Our new partnership in Utah provides Colliers with another market-leading platform, this time in the fast-growing Intermountain region,” said Marty Pupil, president of Colliers International U.S. Brokerage. “Adding this outstanding business and highly successful group of real estate professionals will enable Colliers to better serve our clients regionally, nationally and internationally.”

First Capital is a privately held commercial and residential

real estate finance firm, which is involved in real estate acquisition, land development, residential and commercial construction and retail operations. The firm also has private holdings, including development projects and other real estate assets.

“This acquisition provides for a unique mix of investment and brokerage within a national asset management platform,” said Singal. “CBC has distinguished itself as a boutique brokerage platform with custom-tailored solutions. Our approach to identifying unutilized value in dynamic secondary markets coupled with the credibility and trust CBC Advisors has earned in the investment community will greatly serve our investors and clients.”

EXECS

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confidence about the Utah economy is increasing.”

“The CEO Outlook survey and confidence index confirms Utah business leaders see economic positives and negatives. Overall, sentiment is strong, but based on their comments, Utah leaders are also paying close attention,” said Natalie Gochmour, director of Kem C. Gardner Policy Institute and chief economist at the Salt Lake Chamber. “They recognize these are prosperous times, but also see the risks of an overheating economy. There is a potential dark side to the fiscal stimulus once it fades and the ill effects of higher interest rates take hold.”

The full first-quarter CEO Outlook report can be found at <http://slchamber.com/ceoutlook/>.



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CAREERS



International Relief Teams Seeks Skilled Construction Volunteers

International Relief Teams (IRT) is seeking volunteers with construction skills (handypersons or licensed contractors) for one week deployments to U.S. flood affected areas to help those families who cannot financially recover on their own, get back into their homes. Our construction teams are currently working in Louisiana in the aftermath of last year’s record floods, and anticipate we will be needed in Texas in the near future.

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

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

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

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

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

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