

## OF NOTE



### Use 'em or lose 'em

If you're coming back to work from holiday vacations, you're not alone. A survey from Robert Half indicates that 65 percent of Salt Lake City workers expected to cash in their vacation time during the holidays in order to use all of their 2017 days off. Of the remaining 35 percent, the top two reasons they worked were that they wanted to save time for later or they did not have enough money to go on a vacation.

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*Lt. Gov. Spencer Cox speaks to the crowd at last year's Silicon Slopes Tech Summit at the Salt Palace Convention Center. The inaugural event attracted 5,000 attendees — a figure that organizers expect to double at this year's event, set for Jan. 18-19.*

## Economic & tech summits set to usher in new year

**Brice Wallace**  
*The Enterprise*

The new year was heralded with fireworks, and January is offering the business community a pair of bang-up events.

The Utah Economic Outlook & Policy Summit takes place Jan. 16 and will feature a keynote presentation by former Massachusetts Gov. Mitt Romney. That will be followed up by the Silicon Slopes Tech Summit, set for Jan. 18-19 at the Salt Palace Convention Center. Last year's inaugural summit attracted 5,000 attendees, and organizers are expecting that figure to double this year.

More than 700 people are expected at the Jan. 16 summit, which takes place 7:30 a.m.-noon at the Salt Lake City Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. It is hosted by the Salt Lake Chamber, in collaboration with the Kem C. Gardner Policy Institute at the University of Utah.

Activities include a 2018 economic outlook by prominent economists, release of the initial Salt Lake Chamber CEO Outlook Confidence Index, presentation of the "2018 Economic Report to the Governor," Gov. Gary Herbert's economic vision for

**see SUMMITS page 4**

## Utah jobless rate down another bit to 3.2% in November

Utah's unemployment rate — already among the best in the nation — took another dip in November to 3.2 percent, down 0.1 percent from October. The Department of Workforce Services said that means just over 50,000 people are still looking for jobs in the state.

Meanwhile, the annual job growth for Utah reached 2.9 percent in November, adding 42,100 jobs to the economy since November 2016. Utah's current employment level sits at 1,498,100.

The national unemployment rate remained unchanged in November from October at 4.1 percent.

"The year is winding down on an economic high note with the addition of more than 40,000 jobs in the state," said Carrie Mayne, chief economist at the Department of Workforce Services. "Coupled with a low unemployment rate, Utah will transition to 2018 on a strong labor market trajectory."

Utah's private sector employment grew by 3.1 percent year-over-year with the addition of 37,200 positions. Eight of the 10 private sector industry groups measured in the establishment survey posted net job increases in November as compared to last year, while the natural resources and mining industry decreased by 400 positions and the information industry gained no positions. The largest private sector employment increases were in leisure and hospitality (9,000 jobs); trade, transportation and utilities (6,500 jobs); professional and business services (6,200 jobs); and education and health services (6,200 jobs). The fastest employment growth occurred in leisure and hospitality (6.7 percent), construction (5.1 percent) and other services (4.9 percent).

## Is Utahns' optimism waning? Attitude index takes dip

Could it be that Utah consumers are losing a little bit of their enthusiasm about the economy? After consecutive record-setting highs in October and November, the Zions Bank Utah Consumer Attitude Index (CAI) dipped slightly, decreasing from 124.4 in November to 118.7 in December. The overall Utah CAI now sits 1.1 points lower than its level 12 months ago. An index level of 118.7 still indicates extremely positive consumer attitudes regarding the economy, the CAI pollsters said.

The Utah Present Situation Index, a measure of confidence in current statewide economic conditions, increased 3.4 points,

from 128.7 in November to 132.1 in December. This is the highest level that the Present Situation Index has ever recorded since its inception six years ago. This signals strong positive consumer market perception during the holiday shopping season, according to Zions Bank economists.

Although perceptions of the current state of the economy are at an all-time high, expectations for the future trajectory of the economy decreased 11.8 points to 109.7 in December. Perceptions of future labor market trends, fueled by Utah's 2.7 percent year-over-year labor market growth, were highly elevated during the months of Octo-

ber and November and appear to be heading back to more sustainable levels.

"The elevated levels of consumer confidence that we are seeing currently are especially important during the holiday season," said Scott Anderson, Zions Bank president and CEO. "Almost 70 percent of the gross domestic product nationwide comes from consumption and consumer spending. As consumers are more confident in the Utah economy, I believe that GDP statewide will continue to increase."

**see CAI page 4**



## Peter Huntsman takes reins

The patriarch of the Utah family that founded the Huntsman Corp. has announced that he is stepping down as executive chairman of the company. In Jon Huntsman Sr.'s place, son Peter Huntsman has been named chairman of the board of directors. Peter Huntsman has been serving as president and CEO, roles that he will maintain. The executive chairman position has been eliminated, the company said in a press statement. The changes were effective Jan. 1.

After serving as executive chairman of the company he founded 48 years ago, Jon Huntsman Sr. will continue to serve on the board of directors as a director and chairman emeritus.

"I am honored to be taking on this responsibility at a time when the company has never been stronger and had more opportunities before it," said Peter Huntsman. "This will be a smooth transition as our founder, my father, will continue in a valuable capacity as a board member, maintaining vital relations with customers, suppliers and policy makers as well as sharing his total 56 years of industry experience."

"It's a high honor to turn the chairmanship role over to Peter Huntsman, who I consider to be one of the world's outstanding CEOs," said Huntsman Sr. "Huntsman Corp. will continue to experience its sound growth and strong financial controls under Peter's experienced oversight. It has been both a great challenge and a special privilege to be chairman for almost half a century."

Huntsman Corp. is a publicly traded global manufacturer and marketer of differentiated and specialty chemicals with 2016 revenues of approximately \$7 billion. The company is now based in The Woodlands, Texas, but maintains a strong presence in Utah. The company's products number in the thousands and are sold worldwide to manufacturers serving the consumer and industrial end markets. Huntsman operates more than 75 manufacturing, R&D and operations facilities in over 30 countries and employs approximately 10,000 people within four business divisions.

## WABCO invests \$10 million in Nikola

*Belgian firm makes huge commitment to future of electric vehicles with purchase of 1 percent of Salt Lake company*

**John Rogers**  
*The Enterprise*

WABCO Holdings Inc., the parent company of Auderghem, Brussels-based WABCO Vehicle Control Systems, has purchased a 1 percent stake in Nikola Motor Co. The \$10 million investment tabs the worth of the Salt Lake City-based developer of electric vehicles at \$1 billion, according to industry analysts.

Nikola designs and manufactures hydrogen-electric vehicles, vehicle components, energy storage systems and electric vehicle drivetrains. The company is in the final stages of development of the Nikola One Class 8 electric truck, which was unveiled in December 2016. Nikola plans

to begin testing the trucks with commercial vehicle fleets in late 2018 and launch full production in 2021. Nikola will offer Nikola One and Two, daycab and sleeper versions, respectively, that promise to generate 1,000 horsepower and 2,000 foot-pounds of torque. The vehicle features a hydrogen fuel cell and an electric motor hybrid setup that allows it to travel 800 to 1,200 miles on a single fill-up while operating free of emissions.

Nikola began selling its Nikola Zero 550-horsepower electric UTV to consumers in December. The company purchased electric personal watercraft manufacturer Free Form Factory Inc. of Sacramento, California, in October.

WABCO is a supplier of technologies and services that improve the safety, efficiency and connectivity of commercial vehicles. In addition to the investment, WABCO and Nikola signed an agreement to accelerate the development of industry-leading safety technologies specifically designed for electric commercial vehicles, including electronic braking systems as well as trac-

tion and stability control technologies.

"WABCO continues to stay at the vanguard of technology and innovation," said Nikola founder and CEO Trevor Milton. "Here at Nikola, we are driving a paradigm shift in the transportation industry by creating the most advanced semi-truck ever built. WABCO is a vital business partner to enable autonomous driving, electronic braking, and stability control for trucks and trailers. WABCO is recognized as a global leader in safety and efficiency technologies for next-generation commercial vehicles. We have added a world-class supplier to the Nikola truck family and are looking forward to our collaboration to bring Nikola's zero emission trucks to market."

"We are excited to invest in Nikola Motor Co. to help the industry realize our joint vision of electrified and autonomous trucks, buses, trailers and off-highway vehicles," said Jacques Esculier, WABCO chairman and CEO. "WABCO's technologies — notably industry-leading braking, traction and stability control systems — continue to advance the transportation industry."

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## Pet Expo coming to Utah

The 2018 debut of Salt Lake City Pet Expo is set for July 14-15 at the Golden Spike Event Center in Ogden. The event runs 10 a.m. to 5 p.m. Saturday and 11 a.m. to 4 p.m. Sunday and is free to the public. Pets are welcomed and encouraged to attend, according to organizers.

"After having significant success in cities like Denver, Phoenix and Las Vegas, we decided that Salt Lake would be another logical location and strong addition to the lineup in 2018," said Ethan Barnett, vice president of event management for Amazing Pet Expos, producers of more than 30 annual pet expos across the United States. "We have heard wonderful things about the pet communities in Utah and are excited to make a new set of friends and pets."

Similar to other expos across the country, the expo will feature an adoption event with a variety of adoptable animals. Attendees can also attend a variety of features, including live presentations on the entertainment stage, pet contests, free nail trims, low-cost vaccinations, and events such as fly-ball, lure coursing and dock diving.

Organizers expect there to be over 80 vendor booths featuring various pet products, pet clothing and accessories, pet treats and more. In addition, attendees can learn about exotic animals and wildlife conservation as well as local rescue organizations and how they can help save, foster, adopt or care for local animals in need.

"A huge part of our initiative is to help people become better pet companions," said Barnett. "We're so ecstatic to shine the spotlight on Salt Lake City to highlight the local pet scene and those doing amazing work within the community."

## TravelPass buys travel planning website

### Jauntaroo becomes part of Lehi company's portfolio of travel & hotel booking products

Lehi-based TravelPass Group, a hotel-booking service serving over 1 million properties worldwide, has acquired Jauntaroo, a travel planning and discovery website, from Vacation Travel Match LLC of Smithfield. Terms were not disclosed.

"The acquisition of Jauntaroo, as well as recent partnerships with Best Day Travel and Secret Escapes, showcases TravelPass Group's commitment to expanding its offerings and its focus on destination travel and consumer facing experiences," the company said in announcing the purchase.

"A lot of travel companies concentrate on the booking aspect of the consumer funnel, but the reality is many consumers don't know where they want to go when

they start the booking process," said Daniel A. Nelson, executive chairman of TravelPass Group. "Jauntaroo's unique technology will give TravelPass Group's platform the ability to move up the funnel and assist consumers at the critical point of inspiration and discovery and help them find and book the best rates possible. We're excited to have Jauntaroo be part of the TravelPass Group family."

Jauntaroo offers a channel for convention and visitor bureaus to share their story and travel destination, while also allowing aspiring travelers to dream and discover without the pressure of urgent "book now" messaging, The company said. Jauntaroo's unique algorithm ranks more than

300 potential destinations based on the consumer's search criteria using professional reviews and customer feedback. TravelPass Group's marketplace allows hotels to maximize distribution, while helping travelers find the best rates. With the acquisition of Jauntaroo, TravelPass Group is expanding its expertise in customizing its offerings and interacting with consumers at every aspect of the travel booking process.

"When I founded Jauntaroo, I wanted to help travelers answer the age old question of where they should travel on vacation," said Chad Meyerson, founder of Jauntaroo and vice president of strategic relations at TravelPass Group. "TravelPass Group's technology, business intelligence and leadership are the industry standard. It's a pleasure to be part of such a well-known company, and help push the brand."

## North Salt Lake-based Orbit Irrigation names Eyring as president

Orbit Irrigation Products has announced that Stuart Eyring has been appointed president of the North Salt Lake-based sprinkler system products manufacturer. He replaces K.C. Ericksen, who



Stuart Eyring

will continue to serve on the board of Pro-Mark Inc., the holding company of Orbit and sister company Hydro-Rain.

Ericksen will also continue as

president of Hydro-Rain.

Eyring was serving as chief operating officer of Orbit at the time of his appointment as president.

Named president and CEO in 1985, Ericksen led Orbit to become the worldwide leader in manufacturing and supplying innovative water conservation products. Under his leadership, Orbit has expanded globally to five continents and 40 countries, accumulated over 100 patents and trademarks, and built strong relationships with The Home Depot, Lowe's, Walmart, Costco and many other retailers throughout the world.

"There are not adequate words to express our appreciation for all that K.C. has done to make Orbit a known and respected company throughout the world," said David Beck, chairman of Pro-Mark's board of directors. "The board is highly confident in the abilities of Stuart and the leadership team to accelerate the company's momentum and begin

writing the next exciting chapter of the Orbit story."

Eyring joined Orbit in 2005 as executive vice president of product development and marketing and transitioned to chief operating officer in 2014.

"It has been an honor to lead this great company and to see it become a global leader in irrigation products," Ericksen said. "I

am extremely confident in Stuart and the team's ability to continue to bring innovation to the market and to drive our next stage of growth."

Prior to Orbit, Eyring spent over a decade at Ford Motor Co. as a member of the marketing leadership team where he served in roles throughout the world, including the U.S., Asia and South Amer-

ica. He holds an MBA from The Wharton School and a B.S. in finance and Japanese from Brigham Young University.

"I look forward to continuing both Orbit's and Hydro-Rain's traditions of product and business innovation and extending our global influence in conservation through the application of smart technologies," said Eyring.



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## GOED incentives

### Two films and a TV pilot set to receive cash rebates from state for production in Utah

Incentives for two film project and one TV production were approved in December by the Governor's Office of Economic Development (GOED) board.

A cash rebate incentive of up to \$120,752 was approved for Provenance Productions LLC for "Forger," a feature documentary about the Mark Hoffman criminal case. The production is expected to spend \$603,758 in Utah and hire eight cast members, 15 crew and 15 extras. Principal photography continues through Feb. 15. Locations will be announced.

The director is Tyler Measom. Producers are Measom, Duane Anderson and JJ Neward.

The GOED board approved a cash rebate of up to \$113,700 for Clearstone Films LLC's production of "Jane and Emma," a feature drama expected to spend \$568,500 in Utah. The production will have 15 cast, 48 crew and 40 extras. Principal photography is set for March 19-April 6 at locations to be announced.

The film will tell the story of Sister Jane Manning, one of the first black Mormons, returning to Nauvoo to find that prophet and friend Joseph Smith has been killed. She wonders if Smith's promise to extend the blessings of eternity to her has died along with him.

The director is Chantelle Squires. The producer is Bryce Fillmore.

Let's Get Epic Pilot LLC was approved for a cash rebate of up to \$40,000 for the pilot episode of "Let's Get Epic," a children's show. The company is expecting to spend \$200,000 in Utah. Shooting took place November and early December in Utah County. The pilot included 18 cast, 24 crew and 30 extras.

The pilot story involves two inept online survival experts who accidentally thwart a mutant, rampaging alien in the desert and then are brought in by the government's Department of Catastrophe to help stop the world's MIAs (Mayhem Inciting Anomalies).

The director is Garrett Batty ("The Saratov Approach"). The producers are Brad Johnson ("Waffle Street," "Small Town Crime"), Charan Probhaka and Jake VanWagoner.

## Rural Fast Track awards announced

The Governor's Office of Economic Development (GOED) board, at its December meeting, endorsed Rural Fast Track grants for eight companies. The grants had been approved by the Governor's Rural Partnership Board.

Recipient companies are:

- National Vinyl Products, of Nephi, Juab County, for an equipment/expansion project totaling \$1.9 million (\$409,000 for the equipment). The grant total is \$50,000. The project is expected to result in nine new full-time positions at the company.

- Burns Management (doing business as Burns Saddlery), Salina, Sevier County, a \$50,000 grant to help expand the current building and add boot-making capability to existing production. The \$525,000 project is expected to result in six new full-time positions.

- Allred's Amazing Maids, Roosevelt, Duchesne County, a \$50,000 grant to help the company expand and buy a building in downtown Roosevelt. The \$330,000 project is expected to result in three new full-time positions.

- Sam's Body Shop, Vernal, Uintah County, a grant of \$25,000 to help purchase equipment in order to add repair to aluminum trucks as a service available in the Uintah Basin. The \$50,000 project is expected to result in two new full-time positions.

- RL Operations (doing

business as Patio Drive In), Blanding, San Juan County, a grant of \$50,000 to help the company expand and upgrade its current facility by adding a dining area to double the current seating capacity, and to obtain a walk-in refrigerator/freezer. The \$128,900 project is expected to result in one new full-time position.

- Rasmussen Custom Cabinetry, Corinne, Box Elder County, a \$50,000 grant to help buy an edge-bending machine and a boomerang return conveyor to increase manufacturing quality and capability. The \$135,650 project

is expected to create one new full-time position.

- Maple Leaf Co., Ephraim, Sanpete County, a \$50,000 grant to help the seed company expand its capabilities by purchasing a seed color separator. The \$130,000 project is expected to create one new full-time position.

- Raven's Rim Zip Line Adventure, Moab, Grand County, a \$50,000 grant to help the company expand its current facility through the construction of a garage/guide shop. The \$140,000 project is expected to create one new full-time position.

## SUMMITS

from page 1

2018, a 2018 legislative session preview by legislative leadership, and release of the Salt Lake Chamber's 2018 legislative agenda. The Utah Legislature's general session begins Jan. 22.

Romney was the 2012 Republican candidate for president. He also was a candidate for the 2008 GOP presidential nomination and served as the governor of Massachusetts from 2003 through 2007.

Prior to his time as governor, he was president and chief executive officer of the 2002 Winter Olympic Games in Salt Lake City. His career in business started in 1978 as a vice president of Bain & Co. Inc., a management consulting firm based in Boston. He left the company in 1984 to co-found a spin-off private equity investment company, Bain Capital, where he worked until 1998.

General admission to the summit is \$85. Details are at slchamber.com.

Last year's first-ever Silicon Slopes Tech Summit take place after only a month of planning. With more time this year, Silicon Slopes is hoping for turnout of 10,000 or more.

This year's summit features more than 50 speakers, breakout sessions on five tracks (creators, marketing, product and development, leadership, and blockchain), a Neon Trees concert Jan. 18 at 7 p.m., and VIP networking and parties.

The keynote speaker is Shantanu Narayen, president and chief executive officer of Adobe.

Other speakers are Sukhinder Singh Cassidy, theBoardlist founder and chairman; Caryn Marrooney, Facebook vice president of global communications; Liz Wiseman, the Wiseman Group president and best-selling author; Joel Spolsky, Stack Overflow chief executive officer and co-

founder; Kim Scott, best-selling author of *Radical Candor*; Stewart Butterfield, Slack chief executive officer; Caitlin Kalinowski, Facebook/Oculus product design engineering director; Whitney Johnson, author of *Disrupt Yourself*; author J.D. Vance; Ruzwana Bashir, Peek chief executive officer; Jim Swartz, Accel Partners founder; Omar Johnson, former Beats by Dre chief marketing officer; Alice Steinglass, Code.org president; and Joey Zwillinger, Allbirds co-founder and chief executive officer.

An all-access pass for the summit costs \$95. Details are at siliconslopesummit.com.

## CAI

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Although positive consumer attitudes likely have increased spending this holiday season, many Utahns are feeling the effects of economic growth in their everyday purchases. According to the Wasatch Front Consumer Price Index, prices are up 3.3 percent since December of last year. In the most recent CAI survey, nearly a quarter of Utahns stated that they anticipate spending more on holiday gifts this year compared to last year. Another quarter of Utahns stated that they anticipate spending more on winter sports activities this year compared to last year.

"Utah's sustained economic growth this year has caused inflationary pressures to increase the cost of living 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. "Although high rates of inflation across the state may seem daunting, I believe that wages within Utah's robust job market will continue to increase, offsetting many of the negative side-effects associated with inflationary pressures related to economic growth."



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# For the new year: Eleven self-evaluation questions for today's leaders

The new year is a good time to look back on 2017 to evaluate ourselves. Such introspection is especially appropriate for those who carry the responsibilities of leadership.

Having had the privilege of working as a coach to CEOs and business owners for nearly three decades, as well as assessing my own personal growth and progress as a leader, I have developed 11 questions for self-evaluation. As you answer each question, rate yourself on a 0-10 scale to identify areas for improvement in 2018.

**1. How strong am I as a decision-maker and a doer?** Do I hold myself accountable to make decisions that will move my organization forward? Am I willing and capable to do the things that the job demands, even if they are hard? Do I procrastinate?

One of my early mentors counseled me to "eat the frog first." He explained that it's hu-

man nature to put off what we don't like to do, but generally it's better to take on tough issues as soon as they emerge.

**2. How am I doing as a "direction-setter?"** Have I shared a clear, compelling vision and mission with my team? Do my words and actions sync with that vision? Do I walk my talk?

**3. Am I a good delegator?** Do I delegate with an eye toward A. The development of others, and B. To free myself up for other critical tasks? Or do I garner too many tasks, failing to develop others and creating stress for myself?

When assigning others, am I thorough in explaining both the actions and desired outcomes for that job? Do I provide the resources to succeed in the job? Or am I guilty of dumping assignments on others without clear direction, increasing the probability that they will fail?

**4. Am I a strong communicator?** Do my communication skills begin with being fully

present and engaged, asking insightful questions and intently listening to the responses of others? Do I seek to understand before being understood? When I speak or communicate through written or electronic means, do I communicate clearly in words that will connect, help and inspire others?

**5. How are my planning skills?** Do I regularly employ a planning process for the strategies of my organization? Do I engage my team in that process to assure that I enjoy their best advice and obtain their buy-in? Do I utilize a process for bringing our strategies down to earth in the form of monthly, weekly and daily initiatives and to-do lists?

**6. Am I an effective coach for my people?** Do they seek my counsel or do they avoid me? Do I sincerely listen to them? Do I show that I truly care about them, in both their work and personal lives? Do I make a positive difference for them?

**7. Am I a strong team-builder?** Have I been able to

bring competent people together to produce desired outcomes and cohesive, positive relationships? Have I utilized teams to assure that we enjoy diverse opinions, ideas and strategies? Do my people enjoy working together in teams? Do they feel that our company itself is a winning team, of which they are proud to be a part?

**8. Am I an effective architect of our organization's culture?** Do I have clarity regarding what constitutes our culture? Do I regularly reinforce and protect that culture with the things I do and say? Do I recognize team members as they reflect our culture in what *they* do and say? Is our culture apparent to ownership, employees, customers, and other stakeholders?

**9. Am I a strategic innovator?** Am I a catalyst for change? Do I create an environment that welcomes new ideas and innovation? Am I observant of trends in business and society that may signal the need for change? Am I too comfortable with how we do business? Am I continuously

looking for improvement in our business model?

**10. Am I a wise organization builder?** Do I carefully organize to deliver the operational and customer outcomes required of my company? Does our organizational structure, facilities and other resources correlate directly with our vision, mission and values? Are we well-organized to accomplish our goals?

**11. Am I still "green and growing"?** Am I a life-long learner? Do I read and study with an eye toward growing as a leader? Do I spend time with others who stimulate my intellect, challenge my assumptions, and support my growth?

While no one is perfect in all 11 areas, a frank and honest self-assessment will provide insights that may lead to significant personal leadership goals for the new year.

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



RICH TYSON

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Plan Details	Deductible / Unshared portion	\$3,000 deductible	ZDC None	HCS \$1,500 unshared
	Coverage	80% after deductible	Most primary care	100% after unshared
	Out-of-pocket maximum	\$10,000	Not applicable	\$1,500
	Monthly premium / Membership fee	\$1,507.22	\$129.75	\$449.00
	Co-pay / Visit fee for one visit	\$40	\$10	None
	Annual fee	None	None	\$125 (Yr. 1) \$75 thereafter
	Initial (one time) enrollment fee	None	\$50 per person	None
Annual Costs	Annual premium / Membership	\$18,086.64	\$1,557	\$5,388
	Est. co-insurance cost for 4 visits	\$96	Not applicable	Not applicable
	Co-pay / Visit fee on 4 visits	\$160	\$40	None
	HCS subsidy for ZDC membership	Not applicable	(\$900)	Not applicable
	Annual fee	None	None	\$75
Potential Savings	<b>TOTAL Annual Costs</b>		<b>\$6,160</b>	
	<b>\$18,343</b>		<b>\$12,183</b>	
	<b>Annual Savings</b>		<b>\$12,183</b>	
	<b>Savings Percentage</b>		<b>66%</b>	

NOTE: There is a one-time enrollment fee of \$50 per person. Minor children must be accompanied by at least one adult membership.

Affordable monthly memberships include a nominal \$10 per visit fee.

AGE: 0-14  
**9<sup>95</sup>**

AGE: 18-39  
**49<sup>95</sup>**

AGE: 40-64  
**69<sup>95</sup>**

AGE: 65+  
**89<sup>95</sup>**

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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](mailto:brice@slenterprise.com). The submission deadline is one week before publication.

## CONTESTS

• The **Hall Global Entrepreneurship Center** at **Weber State University** will host its first “**Outdoor Weber**” contest, sponsored by **Camping World**, this spring. College students from around the country are invited to present their ideas for outdoor recreation products or services. Finalists will compete at the Snowbasin, Wolf Creek and Powder Mountain resorts in the Ogden Valley of northern Utah from March 22-24. The winner will receive \$30,000 to develop their business concept. The chair of Camping World Holdings and star of CNBC’s “The Profit,” **Marcus Lemonis**, will be the keynote speaker during the awards banquet March 23. Beginning Jan. 5, students can submit videos outlining their proposals to [outdoorweber.com](http://outdoorweber.com). The 25 semifinalists will be determined by the greatest number of online votes each video submission receives between Jan. 26-Feb. 15. Ten finalists will be selected.

## DIRECT SALES

• **Young Living Essential Oils**, Lehi, has hired **Mike Green** as senior vice president of information technology. Green has 16 years of IT leadership experience in the direct-selling industry. He most recently served as chief information officer for Plexus Worldwide, and he also held vice president-level positions with Origami Owl and Melaleuca Inc.

## ECONOMIC INDICATORS

• **Summit County** has topped a list of “saving” Utah counties, according to a study of income, tax, spending and savings rates in counties across the nation compiled by financial technology company **SmartAsset**. Summit’s savings index was calculated

based on average income in the county of \$98,128, the estimated tax rate of 21.7 percent and spending of \$72,922, leaving a savings total of \$2,867 and a savings rate of 5.04 percent, it said. Summit was followed, in order, by Morgan, Wasatch, Salt Lake, Davis, Grand, Cache, Duchesne, Beaver and Sevier counties. Details are at <https://smartasset.com/checking-account/savings-account-comparison#Utah>.



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## EDUCATION/TRAINING

• The **Governor’s Office of Economic Development (GOED)** has announced the expansion of the **Utah Diesel Technician (Tech) Pathways** program to include **Alpine, Nebo** and **Provo** school districts. In addition to the new school districts, **Geneva Rock** and its sister companies **W.W. Clyde & Company** and **Sunroc** have joined the program’s 11 existing industry partners to support and train students. The Diesel Tech Pathways program is designed to provide Utah students a direct pathway from high school and college to the workforce. It’s part of Talent Ready Utah, a program to improve both the education system and workforce in Utah by focusing on developing and enhancing job-training programs to meet current industry needs for more qualified workers. The goal with Talent Ready Utah is to

fill 40,000 high-skill, high-paying jobs by 2020. Since launching the diesel program in 2016 in the Jordan and Canyons school districts, more than 100 students have enrolled and are currently going through the required classwork.

• **Neumont College of Computer Science** has been granted accreditation by the **Accrediting Commission of Career Schools and Colleges (ACCSC)**. The accreditation is granted for a four-year term. ACCSC standards note that although the initial term of accreditation through the commission is typically three years, a four-year term may be granted in exceptional cases.

## EXPANSIONS

• **Pluralsight**, a Farmington-based enterprise technology learning platform, has announced plans to open an EMEA (Europe, Middle East and Africa) headquarters in Dublin, Ireland, in early 2018. It will house the company’s strategic business operations for the region and support its growing customer base in Ireland and throughout Europe, Middle East and Africa. Pluralsight plans to hire 150 people in Dublin over the next three years across a variety of roles, including sales, marketing, operations, finance and customer support. **Mike Featherstone** has been named the head of business operations of the EMEA headquarters.

## GOVERNMENT

• **Salt Lake City** has launched an online tool to make the zoning and permitting process easier and more efficient for customers. **OpenCounter** is a customized guide to help applicants achieve their project goals by clearly outlining the permit and zoning requirements for starting a business in Salt Lake City. In OpenCounter, customers can now easily learn where different use types are permitted, details on all city permits and their associated processes, and fees required. The tool is at <https://slcgov.opencounter.com/>.

• Utah consumers who may have lost money in scams using **Western Union** money transfer services have until Feb. 12 to file a refund claim with the Federal Trade Commission. Consumers who used Western Union between Jan. 1, 2004, and Jan. 19, 2017, in money transfers that turned out to be fraudulent are eligible to apply online with the court-appointed claims administrator. The **Utah Division of Consumer Protection** said 3,790 Utah consumers filed complaints alleging over \$4.6 million in fraudulent wire transfers. Those consumers and others may

be eligible for restitution through the \$586 million settlement fund with the U.S. Department of Justice by filing a claim at [FTC.gov/WU](http://FTC.gov/WU).

## HEALTHCARE

• **Empiric Health**, Salt Lake City, has hired **Becca LaFond** as chief service officer. Empiric works with hospitals and health systems to reduce clinical variation and unnecessary cost while improving outcomes in healthcare delivery. LaFond will focus on the implementation of and support for Empiric’s software application, designed to help health systems identify variations in procedures and improve outcomes using proprietary analytics to facilitate data-driven insights. LaFond most recently was managing director and national practice lead for clinical operations performance improvement at Accenture. She also was a managing director at Huron Healthcare.

## INVESTMENT

• **OptConnect LLC**, Kaysville, has received an investment from **Graham Partners**, a private investment firm based in suburban Philadelphia. The amount of the investment was not disclosed. OptConnect provides managed cellular wireless connectivity solutions for unattended equipment in the machine-to-machine (M2M) and the emerging Internet of Things (IoT) marketplaces. Members of Grant Victor, the prior parent company representing the founders and previous leadership of OptConnect, will retain an investment in OptConnect. OptConnect was advised by R.W. Baird.

• **Tower Arch Capital**, Salt Lake City, has announced that it has recapitalized **KNS International LLC**, a Salt Lake City-based designer and distributor of branded footwear, jewelry, and home goods products. Financial terms were not disclosed.

## LAW

• **Fabian VanCott** has elected **Melanie S. Grayson, Robert B. Lamb** and **Andrew B. Sellers** as shareholders. All three work in the firm’s Salt Lake City office. Grayson is a member of the firm’s Litigation, Employment, and Environmental & Natural Resources practice groups, and has expertise assisting employers in harassment and discrimination cases, and individual and class action suits related to wage and hour issues. Her education includes a J.D. from the S.J. Quinney Law School at the University of Utah. Lamb is a member of the firm’s Business Transactions &



Melanie Grayson



Robert Lamb



Andrew Sellers

Corporate practice group. He represents and counsels companies at all stages of growth and development, and is an expert in complex international

structures for tax and liability planning. His education includes a B.A. from the University of Utah. Sellers is a member of the firm’s Business Transactions & Corporate Law, with a specialty in developing strategies for clients related to tax and business planning. He received his J.D. from the J. Reuben Clark Law School at Brigham Young University and his B.A. from BYU.

• **Snell & Wilmer** has hired **Olivia Crellin, Kristen Overton** and **Gary K. Wilkinson** for its Salt Lake City office. Crellin’s principal areas of practice are corporate finance and securities law with an emphasis on corporate governance, mergers and acquisitions, private placements, securities law compliance, joint ventures and general corporate matters. She previously was a legal clerk at Wilson, Sonsini, Goodrich & Rosati and a paralegal at Vivint Solar. Crellin received her B.A. from Brigham Young University and her J.D. from BYU’s J. Reuben Clark Law School. Overton is a member of the firm’s litigation group. Her practice is focused primarily in complex commercial litigation, real estate, financial services and direct sales. She previously worked at Hansen Wright PC. Overton received her

see BRIEFS next page



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# Industry Briefs

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Olivia Crellin



Kristen Overton



Gary Wilkinson

B.S. from BYU and her J.D. from BYU's J. Reuben School of Law. Wilkinson focuses his practice in litigation. He received his

B.A. from Utah State University and his J.D. from the University of Utah's S.J. Quinney College of Law.

• **Durham Jones & Pinegar** has hired **Dana T. Farmer** as a shareholder in the firm's Litigation Section. His practice focuses on construction, real estate and tax, including both litigation and transactions in those practice areas. Farmer previously was a managing partner at Smith Knowles in Ogden.

## MANUFACTURING

• **Varex Imaging Corp.**, Salt Lake City, will have its 2018 annual meeting of stockholders at 4:30 p.m. Feb. 15 at the company's headquarters, 1678 S. Pioneer Road, Salt Lake City. Stockholders of record at the close of business Dec. 18 will be able to vote upon matters considered at the meeting. The company designs and manufactures X-ray imaging components.

## MEDIA/MARKETING

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**Radio of Utah, KRCL 90.9 FM**, has named **Tristin Tabish** as general manager of the 38-year-old nonprofit station. Tabish began her 27-year public radio career at KRCL, and most recently has been content director at KUER, the University of Utah's NPR radio station, a position she held since 2011. She began her career in KRCL's membership department in 1991 and hosted two programs on the station. In 1997, she accepted a position with KUER. While at the UofU, she received her M.S. in communication and taught writing and public relations classes for the Department of Communication.



Tristin Tabish

• **Method Communications**, with main offices in Salt Lake City and San Francisco, has promoted **Heather England** to the newly created position of chief



Heather England

operating officer. England will oversee operations across the agency from the San Francisco office, with a focus on agency growth and strategy and strengthening the core leadership team as the agency enters its next phase. Formerly the executive vice president of human resources and operations at The OutCast Agency, England joined Method in July 2014 as senior vice president of operations.

## OUTDOOR PRODUCTS/ RECREATION/SPORTS

• **Ski Utah** has announced improvements to the Ski Utah app's "Ride the Bus" tab. It allows any user to use their location to find the fastest public transit route to any Utah ski resort. Also, new this year, bus riders can purchase ski bus fare using the free UTA GoRide app. Users will need to purchase two tickets to make a round-trip on the ski bus. Purchases can be made in advance and users can buy tickets for multiple riders. Tickets are activated when users show the activation screen to their bus driver as proof of fare.

## PHILANTHROPY

• The **Jon M. Huntsman Family Foundation** has committed to donate \$1.2 million to support **The Road Home** as part of the charity's Holiday Media-Thon that took place in late December. It is the largest fundraiser for the nonprofit social services agency and provides funding support for programs and services to help Utahns overcome homelessness. The 2017 holiday season began the 26th year of matching funds from the family for the nonprofit's homeless programs in Salt Lake City.

• **Kneaders Bakery & Café** recently raised \$9,000 for local children's hospitals through sales of its Chunky Cinnamon French Toast at 59 locations across eight states. That included over \$3,400 during a two-hour "Evening with Santa" event that will be donated to **Primary Children's Hospital** in Salt Lake City.

• **Dansie Orthodontics**, Salt Lake City, has committed to donate orthodontic care to up to 50 children during the holiday season through the nonprofit **Smiles Change Lives**. To qualify, a child must be age 7-21, have good oral hygiene, not be wearing braces currently, have a moderate to severe need for braces, and meet certain financial guidelines.

Applications are being accepted at [www.smileschangelives.org/](http://www.smileschangelives.org/) apply. Questions can be sent to Smiles Change Lives at [info@smileschangelives.org](mailto:info@smileschangelives.org).

## REAL ESTATE

• **CBRE** has promoted **Patrick Juhlin**, a land specialist in the Salt Lake City office, to vice president and **Vickey Walker** to associate broker in the Salt Lake City office. Juhlin is a partner on the local land services team and has been meeting the needs of clients since 2007. He has experience



Patrick Juhlin



Vickey Walker

in residential and commercial building inspection and in Geographical Information Systems (GIS). Walker focuses on investment properties, serving local and national clients in the disposition and acquisition of real property. During the past six years, Walker has concentrated on servicing the back end of investment transactions, managing the marketing, bid, due diligence and settlement processes, as well as forging strong client relations. Previous to that, she spent nearly 25 years in the commercial title field.

## RECOGNITIONS

• **ChamberWest** has announced that its board of directors has selected **Harmons** as the recipient of the **2018 Hall of Fame Award**. It also announced the finalists for several other awards, with recipients to be announced at a Feb. 21 awards gala at the Maverik Center. Finalists for **Business of the Year** are **Kenworth Sales Co.**, **Ken Garff West Valley** and **InterContinental Hotels Group**. Finalists for **Small Business of the Year** are **Chick-fil-A**, **Maxtec** and **Salt Lake City Stars**. Finalists for **Best New Business** are **Snap Shop Photo**, **The Joint** and **Kid Curry Distillery**. Finalists for **Best Place to Work** are **Aspire Home Health & Hospice**, **City Journals** and **Ken Garff West Valley**. Finalists for **Volunteer of the Year** are **Katharine Newton**, Granite Education Foundation; **Maggie Mills**, Hunter Library; and **Monica Gayden-Sadyr**, TownePlace Marriott-West Valley City.

• Seven Utahns are ranked on lists of the **best CEOs in**

**the United States** by website **Comparably**. In the large-company category are No. 6 **John Pope**, Jive Communications, Orem; No. 14 **Alex Shootman**, Workfront, Lehi; and No. 22 Aaron Skonnard, Pluralsight, Farmington. In the list of small and medium-sized companies are No. 5 **Gavan Thorpe**, Boostability, Lehi; No. 16 **Rob Vandenberg**, Lingotek, Lehi; No. 23 **Mark Leck**, REDX, Orem; and No. 36 **Ben Peterson**, BambooHR, Lindon. The lists were derived from sentiment ratings provided by employees who anonymously rated their employers on Comparably.com during the 2017 eligibility period.

## RETAIL

• **Swedish Lodge**, a pop-up Swedish-inspired shop, has opened at 577 Main St., Park City. Through March 15, the store will sell décor and will feature snus, a type of smokeless tobacco. The lodge will provide guests with a hangout spot featuring comfy and oversized chairs, blankets and rawhide rugs. Complimentary amenities include Wi-Fi access, wooden board games, reading materials and refreshments.

## RURAL

• **Claudia O'Grady**, a Utah resident, has been elected to the board of directors of **Rural Community Assistance Corp.** (RCAC). Board members serve three-year terms and may remain on the board for up to four consecutive terms. RCAC provides training,

technical and financial resources and advocacy for rural communities. It serves rural communities in 13 western states and certain Pacific islands. O'Grady has been involved in community development, and particularly affordable housing solutions, for more than 20 years. She began her career working for a Utah-based nonprofit affordable housing developer and later was the executive director for more than a decade. Since 2009, she has served as the vice president of multifamily financing for Utah Housing Corp. She oversees the state's low-income housing tax credit program and other multifamily lending programs. O'Grady also serves on the Salt Lake City Redevelopment Advisory Commission, where she helps guide redevelopment strategies in blighted areas of the city.



Claudia O'Grady



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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](mailto:brice@slenterprise.com). The submission deadline is one week before publication.

## Jan. 3, 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](http://chamberwest.com).

## Jan. 4, 11:30 a.m.-1 p.m.

**Networking Lunch**, a Murray Area Chamber of Commerce event. Speaker Marlin R. Clark of Salt and Pepper Communications LLC will discuss "Customer Service: Being Nice is Not Enough." Location is Brio Tuscan Grille, Fashion Place, 6173 S. State St., Murray. Details are at [murraychamber.org](http://murraychamber.org).

## Jan. 4, 11:30 a.m.-1 p.m.

**Strictly Networking Luncheon**, a West Jordan Chamber of Commerce event. Location is SpudToddos, 7251 Plaza Center Drive, No. 120, West Jordan. Free (pay when ordering from the menu). Details are at [westjordanchamber.com](http://westjordanchamber.com).

## Jan. 4, 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>.

## Jan. 5, 7:30-9 a.m.

**Early B.I.R.D. Business Primer**, an Ogden-Weber Chamber of Commerce event. Speaker Steve Songer, a renowned artist, will discuss "Turning Your Passion into a Business." Location is Weber Center, 2380 Washington Blvd., Ogden. Free for chamber members and first-time guests. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## Jan. 5, 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](http://murraychamber.org).

## Jan. 5, 8-10 a.m.

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

## Jan 5, 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](http://westjordanchamber.com).

## Jan. 5, 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>.

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

**ACG (Association for Corporate Growth) Utah Breakfast Meeting**. Speaker is Case Lawrence, founder and chief executive officer of CircusTrix. Location is Marriott City Center, 220 S. State St., Salt Lake City. Details are at [www.acg.org/utah/events](http://www.acg.org/utah/events).

## Jan. 10, 8-9:30 a.m.

**2018 Legislative Priorities Breakfast**, a Utah Valley Chamber event. Location is Utah Valley University's Culinary Arts Institute, 661 E. Timpanogos Parkway, Building L, Orem. Details are at [thechamber.org](http://thechamber.org).

## Jan. 10, 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](http://chamberwest.com).

## Jan. 10, 11:30 a.m.-1 p.m.

**"Let's Do Lunch,"** a Sandy Area Chamber of Commerce event. Location is the Park City Culinary Institute's Salt Lake City Campus, 1484 State St., South Salt Lake. Cost is \$20 for members, \$25 for nonmembers. Details are at [sandychamber.com](http://sandychamber.com).

## Jan. 10, 3-5 p.m.

**"Business Graffiti: Create Your Visual Road Map,"** a Salt Lake Chamber "Business Essentials" event featuring a discussion about the Lean Model Canvas and Business Model Canvas and how they are being used in lean business startups. Location is the Women's Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$25. Details are at [slchamber.com](http://slchamber.com).

## Jan. 10, 4-6 p.m.

**UTC Open House**, a Utah Technology Council event. Location is UTC, 2755 Cottonwood Parkway, No. 500, Salt Lake City. Free. Details are at [utahtech.org](http://utahtech.org).

## Jan. 10, 5-7 p.m.

**Business After Hours**, an Ogden-Weber Chamber of Commerce event. Location is Kubex Fitness, 1186 E. 4600 S., Ogden. Free for chamber members. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## Jan. 11, 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>.

## Jan. 11, 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>.

## Jan. 12, 7:30-8:30 a.m.

**Eggs & Issues**, a Murray Area Chamber of Commerce event. Speaker is Ginette Bott, chief executive officer of the Utah Food Bank. Location is Mimi's Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at [murraychamber.org](http://murraychamber.org).

## Jan. 12, 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](http://ogdenweberchamber.com).

## Jan. 12, 8-9:30 a.m.

**"Dale Carnegie: Setting the Appointment,"** a Salt Lake Chamber event focusing on learning and practicing a conversation-flow technique. Location is Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$15. Details are at [slchamber.com](http://slchamber.com).

## Jan. 12, 8:30-10 a.m.

**2018 Legislative Preview**, a Sandy Area Chamber of Commerce event featuring an update and insights on what is to come for the 2018 session and the opportunity to ask state legislators about key issues. Location is Alta View Hospital, Oquirrh Mountain Classroom, 9660 S. 1300 E., Sandy. Free. Details are at [sandychamber.com](http://sandychamber.com).

## Jan. 16, 7:30 a.m.-1 p.m.

**Utah Economic Outlook & Policy Summit 2018**, hosted by the Salt Lake Chamber, in collaboration with the Kem C. Gardner Policy Institute at the University

of Utah. Event features a keynote presentation by former Massachusetts Gov. Mitt Romney, a 2018 economic outlook by prominent economists, release of the initial Salt Lake Chamber CEO Outlook Confidence Index, presentation of the "2018 Economic Report to the Governor," Gov. Gary Herbert's economic vision for 2018, a 2018 legislative session preview by legislative leadership, and release of the Salt Lake Chamber's 2018 legislative agenda. Location is Salt Lake City Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$85. Details are at [slchamber.com](http://slchamber.com).

## Jan. 16, 9 a.m.-5 p.m.

**Silicon Safety Symposium**, presented by the Utah Coalition Against Sexual Assault featuring strategies to combat the rise of online misogyny, harassment and violence by using prevention strategies and proven intervention, and a discussion about how technology impacts the lives of survivors of sexual assault and harassment. Location is the University of Utah Student Union Building, Saltair Room, 200 Central Campus Drive, Salt Lake City. Free. Details are at <http://www.ucasa.org/silicon>.

## Jan. 17, 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](http://chamberwest.com).

## Jan. 17, 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>.

## Jan. 17, 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](http://slchamber.com).

## Jan. 17, 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>.

## Jan. 17, 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>.

## Jan. 18-19

**Silicon Slopes Tech Summit 2018**, featuring keynote presentations, breakout sessions on five tracks (creators, marketing, product and development, leadership, and blockchain) and more. Speakers include Shantanu Narayen, chief executive officer of Adobe; Sukhinder Singh Cassidy, theBoardlist founder and chairman; Caryn Marooney, Facebook vice president of global communications; Liz Wiseman, the Wiseman Group president and best-selling author; Joel Spolsky, Stack Overflow chief executive officer and co-founder; and Kim Scott, best-selling author of *Radical Candor*. Location is the Salt Palace, 100 S. West Temple, Salt Lake City. Cost is \$95 for an all-access pass. Details are at [siliconslopesummit.com](http://siliconslopesummit.com).

## Jan. 18, 8 a.m.-3:30 p.m.

**"Coaching: Partnering for Performance,"** an Employers Council event. The class explores supervision from the mindset of a coach, where employee development is the focus, and where a partnership supportive of employee development is desired. Location is Employers Council, Utah Office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$200. Details are at <https://www.employerscouncil.org/training-catalog>.

## Jan. 18, 9-11 a.m.

**"Doing Business in Mexico" Seminar**, a World Trade Center Utah event in partnership with the Consulado de Mexico featuring a market overview that will discuss business opportunities in Mexico, followed by a panel that will feature experts who can share their experiences about entering or expanding into Mexican markets. Event will also feature information about a trade mission to Mexico led by Gov. Gary Hebert in April. Location is World Trade Center Utah, 60 E. South Temple, No. 300, Salt Lake City. Free. Details are at [wcutah.com](http://wcutah.com).

## Jan. 18, 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

## CALENDAR

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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.

### Jan. 18, 5:30-6:30 p.m.

**Business Boot Camp**, a Cottonwood Heights event with the theme "Effective Networking." Business relationship professional Clay Neves will discuss how to create instant rapport and trust, and build referral partnerships or explore new client opportunities. Location is Cottonwood Heights City Hall, 2277 E. Bengal Blvd., Cottonwood Heights. Free. RSVPs can be completed by emailing pkinder@ch.utah.gov.

### Jan. 18, 6-9 p.m.

**30th Annual "Share the Magic" Event**, a West Jordan Chamber of Commerce event featuring dinner, live entertainment, a silent auction and awards ceremony recognizing the achievements of the stars in the community. Location is The Gathering Place at Gardner Village, 1100 W. 7800 S., West Jordan. Details are at westjordanchamber.com.

### Jan. 19, 8-9:30 a.m.

**Diplomatic Breakfast**, presented by World Trade Center Utah and the Center for New American Security, in partnership with the Governor's Office of

Economic Development and the Salt Lake Chamber. Theme is "The Future of Transatlantic Trade: Views from Europe: Denmark, U.K. and Greece." Location is World Trade Center Utah, 60 E. South Temple, No. 300, Salt Lake City. Cost is \$22. Registration can be completed at Eventbrite.com.

### Jan. 23, 8:30 a.m.-3 p.m.

**Wasatch Choice 2050 and Mayor's Metro Solutions**, presented by Salt Lake County Regional Development, Wasatch Front Regional Council, the University of Utah's Department of City & Metropolitan Planning, Envision Utah, and the Mountainland Association of Governments. The combined event brings together stakeholders from across the region to discuss how to increase access to jobs and educational opportunities through the development of the WC2050 Preferred Scenario. Keynote speakers are Bruce J. Katz and Jeremy Nowak, co-authors of *The New Localism: How Cities Can Thrive in the Age of Populism*. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Registration can be completed at Eventbrite.com.

### Jan. 23, 11:30 a.m.-1 p.m.

**Business Women's Forum**. Location is 50 West Club & Café, 50 Broadway, Salt Lake City. Cost is \$27 for members, \$35 for nonmembers. Details are at slchamber.com.

### Jan. 23, 11:30 a.m.-1 p.m.

**2018 Athena Luncheon**,

an Ogden-Weber Chamber of Commerce event. Location is Timbermine Restaurant, 1701 Park Blvd., Ogden. Cost is \$20. Details are at odgenweberchamber.com.

### Jan. 24-26

**2018 Winter Innovation Summit**, a Sorenson Impact Center cross-industry event focused on social impact, innovation and investing. Location is the University of Utah, 1375 Presidents Circle, Salt Lake City. Cost is \$527. Details are at https://sorensonimpact.com/winter-innovation-summit-2018/.

### Jan. 24, 8-9:30 a.m.

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

### Jan. 24, 8-9:30 a.m.

**"The ADEA at 50: More Relevant Than Ever,"** an Employers Council event that is part of the organization's Legal Breakfast Briefing Series designed to help company leaders face developing and pressing legal challenges with confidence. Location is Radisson Hotel Salt Lake City Downtown, 215 W. South Temple, Salt Lake City. Cost is \$99 for this session only, \$396 for all five sessions. Remaining sessions take place in March, May, September and November. Details are at https://www.employerscouncil.org/training-catalog.

### Jan. 24, 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.

### Jan. 24, 3-5 p.m.

**"Financial Statements: Do's and Don'ts for Your Small Business,"** a Salt Lake Chamber event. Location is the Women's Business Center, 175 E. 400 S., Suite 600, Salt Lake City. Details are at slchamber.com.

### Jan. 25, 5-7 p.m.

**Business After Hours**, a Salt Lake Chamber event. Location is Lake Effect, 155 W. 200 S., 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.

### Jan. 25, 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.

### Jan. 25, 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.

### Jan. 25, 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.

### Jan. 26, 6-9 p.m.

**Business Awards Banquet**, a Davis Chamber of Commerce event. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$75. Details are at davischamberofcommerce.com.

### Jan. 27, 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

see CALENDAR page 14

## BRIEFS

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### SERVICES

• **Silvercar** has announced a new airport location in Salt Lake City. The app-based car rental service, acquired by Audi in 2017, plans to double its airport travel operations by the end of 2018. The Salt Lake City location will open Jan. 8. To date, nearly 70 million miles have been logged by drivers using the company's platform. With the addition of Salt Lake City, Silvercar locations will total 18 nationwide.

### TECHNOLOGY/LIFE SCIENCES

• The board of directors of **Coda Octopus Group Inc.** has appointed **Michael Midgley** as the group's chief financial officer. Midgley has served as the company's acting CFO since 2013, and has been with the Coda Octopus Group for nearly 10 years. In addition to his responsibilities as CFO, Midgley will continue to serve as chief executive officer of the company's wholly owned subsidiary, **Coda Octopus Colek Inc.**, based in Murray. He has held that position since 2010. Midgley's 42-year career spans business,

accounting and finance in myriad industries. Prior to joining Coda Octopus Group, he had his own CPA practice based in Salt Lake City. From 1995-2008, he served as a software installation consultant. He served as president and CFO of Covol Technologies Inc. from 1991-1995 and CFO of Human Affairs Inc. from 1986-1991. He attended the University of Utah.

• **Qualtrics**, Salt Lake City, has appointed **Julie Larson-Green** as chief experience officer. Prior to joining Qualtrics, Larson-Green spent 25 years at Microsoft, most recently as its chief experience officer.


• **Grow Inc.**, Orem, has hired **Richard Tripp** to accelerate business intelligence for small and medium-sized businesses. Tripp will oversee product management and engineering for the business intelligence startup. He has more than 15 years of executive experience, including starting several successful companies and 15-plus years in software development. He joins Grow after serving three years as chief product officer, vice president of product, vice president of strategy and vice president of customer success at Infusionsoft. He also worked four years at Intuit. Tripp has a bachelor of arts degree from Brigham Young University in English.



Julie Larson-Green




Michael Midgley



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## Opinion

# Warren's regulatory expansion is wrong answer to Equifax breach

In September, we learned that Equifax had suffered a massive data breach that exposed the personal information — including names, addresses, birthdates and Social Security numbers — of 145 million Americans. It was the latest in a string of cybersecurity breaches in recent years. The frequency of such attacks — with other prominent examples including breaches of systems belonging to Target, eBay, Yahoo and Home Depot — demonstrates the complexity of securing sensitive information in the Internet age.

If there's one thing that all these breaches have taught us, it's that cybersecurity is hard. There's no easy legislative fix, and knee-jerk calls for new regulations on each industry that suffers from a breach offer no substitute for improving cybersecurity.

Nevertheless, a mere week after the Equifax breach, Sen. Elizabeth Warren, D-Mass., had the issue all sorted out. She introduced her legislative remedy, the Freedom from Equifax Exploitation, or FREE Act,

claiming that it "is a first step toward reforming the broken credit reporting industry."

The implication is that this incident is unique among all other cybersecurity breaches in that Equifax and the credit industry at large are the source of the problem. The truth is much more mundane. Equifax fell victim to an unpatched vulnerability installed by a contractor and now a politician is exploiting the issue to increase government control over an industry.

This is not to say that Equifax deserves no blame. Quite the contrary. Not only was its response after the incident widely condemned as ham-fisted, but also the vulnerability itself was disclosed months before the attack and should have been patched. But that kind of mistake is quite common and the FREE Act would do nothing to fix it.

Instead, Warren focuses on promoting credit freezes by forcing credit reporting agencies to offer the service free of charge. That is troubling because it would be far too easy for consumers to get in the

habit of using government to force businesses to provide useful services free. In addition, there is danger in the over-promotion of credit freezes, which, though a useful tool for consumers, come with the potential for economic downsides.

Consumer access to credit is important to the functioning of the economy and the credit reporting industry plays a vital role. Without the information and the assurance that it provides to lenders, all but the most obviously dependable would find their access to credit considerably curtailed. Everything from buying a home or car to opening a store credit card would become much more difficult without access to the information provided by the credit reporting industry. Even those trying to register on the Obamacare exchanges are finding it much more difficult if they have frozen their credit.

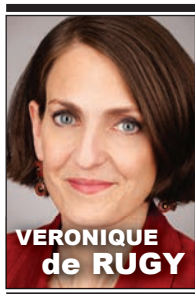
Even if freezes wouldn't be more widely used or prove terribly disruptive, the new regulations would add friction at a key juncture of the economy. There are valid reasons individuals may wish to free their credit, but the government shouldn't pretend that it is a panacea or promote it without understanding

the potential for unintended consequences.

The fact that major breaches have occurred at government agencies — such as the United States Office of Personnel Management, the U.S. Postal Service and the IRS — suggests that the government is unlikely to be holding a secret formula for solving the cybersecurity problem. Warren's heavy-handed price control regime wouldn't improve cybersecurity, and it would increase regulatory burdens on a sector that in truth needs the opposite.

The credit reporting industry is cartelized, thanks to past government interventions. The Fair Credit Reporting Act, now 47 years old, has served to limit competition and partially shield companies such as Equifax from legal claims. Instead of micromanaging the services that firms offer, the government should look to remove rules that prevent competition.

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



VERONIQUE de RUGY

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# Hoorah, long-promised regulatory and tax reform is finally here

One of our morning newspapers published a column that was as close to being fake news as I have ever seen. The writer's premise was that the middle-class taxpayers were going to be paying more taxes than they are paying now. Don't you believe it!

The tax reform act that Trump signed into law makes corporate tax rates permanent but individuals' rates will eventually expire. Now I ask you this: Do you think that the president and Congress have the guts to raise federal taxes on about 100 million households in 2027? I don't.

I am truly excited about what the future holds for our children, grandchildren and great-grandchildren. I have always been proud of being an American and after traveling the world, I realize our country is by far the best place to live and now the future of the United States looks even brighter.

In my opinion, America needed a tectonic change in direction and I do believe that the Trump administration is making this happen. Like most of you who watched the presidential campaign, I thought Trump was making boisterous campaign promises just to get elected, but low and behold, Trump, like Truman, Kennedy and Reagan, is keeping his campaign promises.

So why am I so optimistic? Let's start with the regulatory changes that are happening. I have opined many times that man is causing climate change and we must be vigilant to make our world safe to live in for future generations. But like most other things, the devil is in the details.

"Mr. Trump signed the order at the Environmental Protection Agency (EPA), undoing a key part of the Obama administration's effort to tackle global warming. The order reverses the Clean Power Plan, which had required states to regulate power plants, but has been on hold while being challenged in court," wrote the BBC in April.

The whole world needs an abundant and low-cost source of energy. With the new sources of energy that have been found through fracking coupled with the wind, sun and hydroelectric sources, America is in great shape, but this is not the case for the undeveloped world. America must redirect the amount of money that it spends on climate change to the billions of people that are not as fortunate

as us. Trump has also made an attempt at reducing the cost of complying with regulations for small business and is trying to reduce the outrageous cost of healthcare that plagues all of us. Just the elimination of the individual mandate, I believe, will take a huge whack out of the insurance companies' profits. I do though, disagree with Trump's stand on trade, but thank goodness market forces will put a stop to this imbecilic policy.

The Republican Party's tax reform plan is a good first step, but it is just a first step. America is over-taxed. When I started working full time, the combination of federal, state and local taxes was under 30 percent. Today, those same taxes are approaching 50 percent. This burden cannot be

maintained and hopefully will be reduced. American households are having trouble making ends meet and need relief.

The very first column I wrote for *The Enterprise* was titled "The 15 Percent Solution" and in it I tried to make the point that a flat income tax of 15 percent was an excellent way to make America even greater. In the column, I stated, "Our country has been systematically flawed when it comes to entrepreneurship. For decades, big business has crafted policy that favors (entrepreneurs) over small business. They pay an effective rate of 13.7 percent on earnings

while a small-business owner pays in the neighborhood of 29 percent."

Another statement I made was, "I believe that if we can get America to accept a 15 percent flat tax rate on small businesses, we can easily pay for those 'liberal' ideas." Fellow Americans, let's take a stance and encourage our president and Congress to continue to update and improve our tax code.

Robert Pembroke is the former chairman and CEO of Pembroke's Inc. and can be reached at pembroke894@gmail.com.



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## CALENDAR

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in Utah County. Location is Utah Valley Regional Medical Center, Northwest Plaza, Clark Auditorium, 500 West and Bulldog Boulevard, Provo. Free. Details are at [thechamber.org](http://thechamber.org).

### Jan. 30, 11:45 a.m.-1 p.m.

**"Life & Laughter" Luncheon Workshop.** Award-winning humor columnist Peri Kinder and stand-up comedian/actor Heather Mabbott will lead

a fun discussion about the healing powers of laughter. Location is myBusinessBar, 4535 S. 2300 E., Salt Lake City. Cost is \$25 (lunch is included). Reservations may be made at [lifeandlaughterjan.eventbrite.com](http://lifeandlaughterjan.eventbrite.com).

### Jan. 31, 7:30-9 a.m.

**Breakfast Safety Seminar,** a Utah Safety Council event with the theme "Physical Therapy in the Workplace." 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](http://utahsafetycouncil.org).

### Jan. 31, 8 a.m.-2:30 p.m.

**"Key Utah Employment Rules,"** 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 <https://www.employerscouncil.org/training-catalog>.

### Jan. 31, 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](http://chamberwest.com).

### Feb. 1, 8 a.m.-4 p.m.

**"Supervisory Skills Program,"** an Employers Council event that will provide participants with a foundation of critical skills necessary to become an effective workplace leader. Location is Employers Council, Utah Office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$740. Details are at <https://www.employerscouncil.org/training-catalog>.

### Feb. 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>.

### Feb. 2, 7:30 a.m.-noon

**"Small Business Summit: Ignite & Inspire,"** a Salt Lake Chamber event. Keynote speakers are Bryan Trussel, co-founder and chief executive officer of Glympse Inc.; and Carine Clark, president and chief executive officer of Banyan. Location is Radisson Hotel Salt Lake City Downtown, 215 W. South Temple, Salt Lake City. Cost is \$79. Details are at [slchamber.com](http://slchamber.com).

see CALENDAR next page

**CALENDAR**

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**Feb. 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.

**Feb. 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.

**Feb. 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.

**Feb. 3, 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. 3, 9:30-11 a.m.**

**"Politics and Pancakes 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. 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, 8-9:30 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. 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, 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. 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 up to 25 companies pitching to investors. Skiing and snowboarding are Feb. 8, 9 a.m.-4 p.m. at Solitude Mountain Resort. Investor reception 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, 6 p.m.**

**2017 Annual Gala**, an Ogden-Weber Chamber of Commerce event with the theme "A Night to Celebrate." Awards will be presented by 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, 9-10:30 a.m.**

**Fourth Annual Breakfast with the Candidates**, a Murray Area Chamber of Commerce event featuring state legislators providing a legislative update and having an audience Q&A. Location is Intermountain Medical Doty Education Center, 5121 Cottonwood St., Murray. Free, and open to the public (no young children, please). Details are at murraychamber.org.

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

**Women's Business Leadership 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 Eventbrite.com. Details are at <http://www.utahhcc.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

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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](http://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.

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, 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>.

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