www.slenterprise.com October 14, 2019 Volume 49, Number 13 \$1.50

# **OF NOTE**



# Do you love your boss?

National Boss's Day is Oct.
16, but maybe not everyone is celebrating. A survey by global staffing firm Robert Half reveals that 49 percent of respondents left a position because of a challenging manager. The figure is higher (54 percent) for workers ages 18-24 and lower (41 percent) for those 55 and older. The highest percentage was in Sacramento, while the lowest was in Minneapolis.

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# Amer Sports to expand operations in Utah

**Brice Wallace** 

The Enterprise

Amer Sports will grow its North American headquarters in Ogden and add 110 high-paying jobs over the next five years.

The company made the announcement last week after being approved for a \$228,161 tax credit incentive by the Governor's Office of Economic Development (GOED) board.

Amer produces sports equipment, footwear, apparel and accessories for sports and outdoor activities. Its brands include Salomon, Wilson, Atomic, Arc'teryx, Peak Performance, Enve, Suunto and Precor.

The \$1.5 million expansion project will

relocate Arc'teryx brand activities — sales and customer support currently take place in Vancouver, Canada — and expand the brand at existing facilities in Ogden. Tom Wadsworth, GOED associate managing director, told the board that the new work in Ogden will include repairing and providing after-market services for the clothing brand.

Arc'teryx was a \$50 million brand in 2010 but will close this year at about \$600 million, which the company expects to double by 2023.

The new jobs will pay an average of \$45,000. The project is expected to generate nearly \$15 million in new wages over five years and more than \$1.5 million in new state tax revenue during that period.

Finland-based Amer Sports announced

in October 2006 it would put the headquarters of three ski-equipment brands — Suunto, Salomon and Atomic — in Ogden, after getting an incentive of more than \$7.9 million from the state and nearly \$4.2 million from Ogden.

Last week's incentive follows up on a tax credit incentive awarded last year to Amer Sports Winter & Outdoor Co., part of Amer Sports. That incentive of up to \$1.3 million was tied to the expansion of operations in Ogden and the addition of up to 155 jobs over 10 years.

"Amer Sports Winter & Outdoor opened its new warehouse in Ogden on Jan.

see GOED page 5



Martin VanTrieste, president of Civica Rx (left), and Carl-Aake Carlsson of Denmark's Xellia Pharmaceuticals celebrate Civica's introduction of Vancomycin Hydrochloride at Riverton Hospital. This is the first medication available to Civica members in its promised effort to make scarce drugs available to members at reasonable costs.

# After much fanfare, Civica begins delivery on generic drug promise

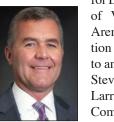
Just one year after its announced launch, Civica Rx has delivered on its promise to supply hospitals with generic medications at lower costs. Fed up with the high cost of drugs and ongoing shortages, particularly for drugs that have been around for years, Salt Lake City-based Intermountain Health and other nonprofit systems joined forces last year with the goal of providing more predictable pricing and access to drugs for its member hospitals.

Civica Rx is collaboration between three philanthropies and now 40 health systems, including Intermountain, representing over 1,000 hospitals in 46 states, that announced recently that patients at Riverton Hospital in Utah County are the first to receive a Civica medication, Vancomycin Hydrochloride. an injectable

see CIVICA page 19



A 25-year veteran of the Larry Miller organization has been named president of Larry H. Miller Sports & Entertainment (LHMSE) and the Utah Jazz. Jim Olson, who has been the executive vice president



Jim Olson

for LHMSE and president of Vivint Smart Home Arena, assumed the position last week, according to an announcement from Steve Starks, CEO of the Larry H. Miller Group of Companies.

Olson will oversee

the day-to-day business operations of the Utah Jazz and as president of LHMSE, he will also provide strategic leadership for properties such as the company's Megaplex Theatres, Vivint Smart Home Arena, the Salt Lake Bees baseball team, Salt Lake City Stars NBA G League team, Jazz Gaming NBA 2K team, The Zone Sports Network radio stations and the Tour of Utah professional cycling race.

"Jim has a comprehensive knowledge

see OLSON page 5





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# Utahns' tax burden continues to drop

The tax burden on the average Utahn in 2016 was the lowest in 25 years, according to a Utah Foundation report released last week. "A Lighter Load: Utah's Changing Tax Burden" looks at data over a 24-year span from 1993 to 2016, the latest year for which full data is available.

The report calculates Utah's tax burden as a ratio of governmental revenue per \$1,000 of personal income (the proportion of Utahns' earnings that are used to fund local and state governmental services). It finds that Utah's tax burden has seen a strong decline since 2007. While the property tax burden has remained fairly steady, the burden of all other taxes and fees has decreased sharply, leaving Utahns with a higher share of their income.

In 2003 and 2004, Utah had the sixth-highest tax burden in the nation, the report found. By 2016, it had fallen to 31st. Utah's falling sales tax burden was responsible for one-third of the total decline from 2007 to 2016.

The findings determined that a primary factor in Utah's falling tax burden is rising personal income. Utahns' total personal income increased by 51 percent between 2007 and 2016, the third-fastest increase in the nation. About one-third of the growth in personal income is from population growth, while two-thirds is from growth in per capita personal income. However, inflation accounts for about half of the increase in per capita income.

Utah's property tax burden is the only component to have in-

creased from 2007 to 2016.

Utah's motor fuel tax burden has eroded since 1998 due to inflation and improved fuel efficiency, the data showed. During the past decade, Utah saw one of the nation's largest drops in fuel tax bur-

Utah Foundation President Peter Reichard said the driving force behind the declining burden is good news for Utahns' finances. "Personal income is rising and citizens are keeping more of what they earn," Reichard said. "However, population growth is also a driver and maintaining public services and infrastructure in the face of that growth can be a fiscal challenge."

The full report is available on the Utah Foundation website at www.utahfoundation.org.

# DoTerra donation to UVU will be \$17.7M over 10 years

DoTerra, a Pleasant Grovebased essential oils company, has presented Utah Valley University with the institution's second-largest donation.

Part of a 10-year agreement, the contributions includes donations from doTerra worth \$17.7 million.

A large portion of the donation will support scholarships, online educational opportunities and athletic programs, and includes the initial gift toward funding a new student-athlete wellness building. Among other university organizations benefiting from the donation are the Center for Constitutional Studies, the Women's Success Center, the Noorda Center for the Performing Arts, and the College of Science.

"At doTerra, we feel an affinity with Utah Valley University," said David Stirling, the company's founding executive and CEO. "More than 500 of our current employees attend UVU. Plus, we have many employees who graduated from UVU or have children at the university. This donation gives us the opportunity to support a variety of UVU academic, athletic and art-based programs over the next 10 years."

"We have witnessed first-

hand how integral UVU is to our community and how effective UVU is in moving the needle when it has sufficient support," said Corey Lindley, the company's founding executive, president and chief financial officer. "We are thrilled with President (Astrid) Tuminez's appointment, and impressed with her vision and future plans. We are pleased to show our support for all that she plans and will accomplish."

Tuminez described the donation as "a game-changer for our university," with benefits for the students and community that will be both immediate and long-lasting.

The athletic portion of the donation will help fund the planned Student-Athlete Academic and Wellness Center; new field turf for baseball at the UCCU ballpark; renovations and upgrades to the Lockhart Arena; and funding for student-athlete wellness, welfare and scholarships.

"This is a transformational and historic gift for UVU athletics," said Jared Sumsion, UVU's director of athletics. "Each one of our student-athletes will see the short- and long-term benefits because of doTerra's commitment to this university and community."



# Women Tech Council announces 2019 winners of Women Tech Awards

The Women Tech Council (WTC) announced its 2019 recipients of the Women Tech Awards at an event last week in Salt Lake City. The awards program is designed to recognize women across all technology disciplines who are leading and founding technology companies; trailblazing new paths; and building innovative technologies, tools and experiences, the organization said.

The program is in its 12th

The awards ceremony was keynoted by Tami Erwin, executive vice president and group CEO of Verizon Business Group.

"By providing visibility for women in technology, these awards have changed the landscape of the technology sector and the career trajectories of hundreds of women and young women,"

said Cydni Tetro, Women Tech Council president. "The visibility they bring is magnified even further through the support of industry partners like Tami Erwin, and strengthens every other part of the economic pipeline for women in technology by amplifying leadership-level opportunities and activating more women into tech fields."

WTC said award recipients

were selected for their impact on the technology industry and economy and community contri-

The 2019 recipients are:

- Entrepreneurship Excellence: Erin Valenti, founder and CEO, Tinker.
- Technology Leadership: Maureen Botoman, director of engineering, Pluralsight.
- Culture Leadership: Linda Llewelyn, chief people officer, Health Catalyst.
- Data Innovator: Crystal Valentine, chief data strategy officer, Eventbrite.
- Operational Excellence: Tina Larson, chief operating officer, Recursion Pharmaceuticals.
- Diversity Leadership: Heather Conlan-Katz, vice president and senior engineer, ETO Technology-Client Event Services, Goldman Sachs.
- Visionary Trailblazer: Aniza M. Brown, chief of corporate transformation and Federal Women's Program manager, U.S. Air Force, Ogden Air Logistics Complex, Hill Air Force Base.
  - Impact: Adobe.
- STEM Pathway: Jessica Jones, Utah Valley University.

Other finalists are (alphabetically): Anjul Bhambhri, Adobe; Beth Klaumann, Northrop Grumman Innovation Systems; Christie Kent, SirsiDynix; Emily Smith, Divvy; Karin Hensien, RizePoint; Karla Renee, Lucid Software; Katie Boyd, Health Catalyst; Kristie Rowley, Domo; Laura Butler, Workfront; Lina Nilsson, Recursion Pharmaceuticals; and Marta DeBellis, Instructure. Other student finalists are Katie Varela, Brigham Young University; Sarah Stamps, Weber State University; and Serena Aeschilman, University of Utah.

The awards were held in partnership with Dealertrack, Dell EMC, Domo, EY, Health Catalyst, Nice InContact, Pelion and Vivint Smart Home.

Founded in 2007, the Women Tech Council focuses on the economic impact of women in driving growth for the technology sector, the group said in a statement. WTC builds programs that amplify and create tech talent to support more women in technology careers from high school to the board room. Through these programs, WTC offers mentoring, visibility, opportunities and networking to more than 10,000 women and men working in technology; has activated more than 15,000 girls to pursue STEM fields; and helps organizations create business environments focused on high performance, not just diversity, where men and women can succeed.

# Fabian VanCott acquires Sloan & Sloan

Salt Lake City-based law firm Fabian VanCott has acquired estate, tax and business planning firm Sloan & Sloan. Fabian Van-Cott said the Salt Lake City firm will help round out its tax and estate planning practice group.

Sloan & Sloan is made up of seven attorneys headed by David E. Sloan and Stephen R. Sloan and is licensed in six jurisdictions. The firm's attorneys have represented clients in tax and other matters in Utah District Court, the Utah Supreme Court, Federal District Court for the State of Utah, the U.S. Tax Court and the 10th Circuit Court of Appeals. Attorneys joining Fabian VanCott are Mark F. Dahle Jr., William J. Whitaker, Jennifer A. Whitlock, Richard W. Evans and David E. Salisbury.

"We are proud to welcome a firm as highly esteemed as Sloan & Sloan into the Fabian VanCott family," said Jason Hardin, president of Fabian VanCott. "This acquisition signifies a great step for our firm in strengthening our tax and estate planning team with a new group of respected, experienced and amiable attorneys. And our clients won't have to go far to use their services since their offices are in our same building. We look forward to working together and creating a successful future."

The law firm Fabian & Clendenin merged four years ago with the former VanCott, Bagley, Cornwall & McCarthy to form the current Fabian VanCott firm. The firm has 80 attorneys at offices in Salt Lake City and Las Vegas.

# Sandy-based Cityworks bought by Cal. firm

Azteca Systems LLC, which does business as Cityworks in Sandy, has been acquired by Trimble, a global positioning and robotic optical surveying instrument company based in Sunnyvale, California. Cityworks is a provider of enterprise asset management (EAM) software for utilities and local government. The transaction is expected to close in the fourth quarter. Financial terms were not disclosed.

Cityworks was founded in 1996 and provides office, cloud and mobile EAM software that is used by more than 700 utilities and local governments. The company's 125 employees will join a Trimble workforce of over 11,000.

The combined Trimble and Cityworks offerings will provide real-time asset intelligence, workflows and analytics for transforming the way governments and utilities prioritize infrastructure maintenance and construction investments, Trimble said in a re-

"Cityworks is a pioneer in developing software to address the global challenges associated with managing aging, critical infrastructure," said Steve Berglund, president and CEO of Trimble. "Trimble has a long history of transforming industries by combining technologies and providing full solutions that help customers measure, assess, design and construct infrastructure at scale. With Cityworks, we now expand our solutions portfolio enabling customers to manage and optimize the performance of their assets across the entire infrastructure lifecycle."

"Trimble is an ideal match for Cityworks and the work we aspire to do in helping utilities and communities improve public infrastructure management. Joining Trimble is strategic, providing exciting growth opportunities and new opportunities for innovation," said Brian L. Haslam, founder, president and CEO of Cityworks.

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George Washington University Hospital becomes first facility in the U.S. to use augmented reality technology from Springville's Novarad to assist a surgical operation, improving accuracy and shortening operating and recovery times for patients.



# D.C. hospital is first to use Utahdeveloped AR surgical system

Springville-based image processing company Novarad and George Washington University Hospital, based in Washington, D.C., have partnered to implement the country's first augmented reality (AR) medical process in a surgical setting. OpenSight Augmented Reality System, powered by Microsoft HoloLens, accurately overlays 2D, 3D and 4D images directly onto the patient's body, helping surgeons visualize the procedures interactively. This partnership is driving pre-operative planning and surgical strategy into new frontiers as surgeons can now visually track tumors, other masses, organs, circulation tracks and more, improving accuracy and lowering both surgery and recovery time, according to a press statement from Novarad.

While some earlier technology was limited in both scope and efficacy, OpenSight, co-created by Dr. Wendell Gibby, Novarad CEO, and Dr. Steve Cvetko of OpenSight, was designed to visualize 3D imaging holograms of the patient — on the patient — for preoperative localization and planning of surgical options. The 3D holograms are created by a refractory system in the device using a combination of the Microsoft HoloLens hardware and OpenSight technology.

"OpenSight allows the surgeon to overlay the medical image on to the patient's body, so not only do I see the patient laying on top of the table, but I can see the CT hologram," said Dr. Babak Sarani, professor of surgery and emergency medicine and director of the center for trauma and critical care at George Washington University. "Us having this technology meets the endpoint of our mission as an academic hospital."

The infrared camera within has 160 employees.

the headset has ranging and localizing technology, which maps the surrounding environment - including the patient. It determines where objects are and creates mesh surface maps to determine 3D positioning. Placing visual tracking tags on the patient follows movement and allows for even higher accuracy. Image capabilities include virtual incisions to guide the surgeon, shunts and needle placement; finding the optimal entrance and trajectory for pedicle screws, ACL tunnels and other instrumentation; finding and resecting masses; interventional biopsies; and more.

"A revolution in surgery is beginning and George Washington University is leading the charge," said Gibby. "Using the OpenSight augmented reality device from Novarad, doctors can literally see the patient and see into them at the same time. High-resolution advanced holographic imaging is merged in 3D onto the patient with optical precision. This transformative technology promises to improve outcomes in a world of more precise medicine."

"Novarad's unique Open-Sight system uses the Microsoft HoloLens headset and augments real-world healthcare environments with virtual 3D patient images, and we are very pleased that they have achieved FDA medical clearance for pre-surgical use of their OpenSight solutions for HoloLens," said Matt Fleckenstein, senior director of marketing for Microsoft HoloLens at Microsoft Corp. "It's exciting to see George Washington University Hospital become the first medical team to adopt this new system, empowering its doctors with the technology to improve surgical outcomes."

Gibby founded Novarad in 1998 and the company currently has 160 employees.



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# OLSON

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understanding and application of our mission, vision, values and culture," said Gail Miller, owner and chairman of the Miller organization. "He has articulated a compelling long-term strategy to give back to the community, constantly innovate, improve the fan experience and win an NBA championship. He is an integral part of our team as we manage for the future."

Olson joined the Utah Jazz in 1994 and has held multiple positions within the organization, including vice president of ticket sales senior vice president of sales and marketing, chief operating officer of LHMSE and interim president of LHMSE. He has had key management responsibilities for the Salt Lake Bees, The Zone Sports Network and the Tour of

"Jim has had an extensive and successful career with the Larry H. Miller Sports & Entertainment team," Starks said. "He thoroughly understands our community and fan base. I appreciate his focus on continuous improvement and delivering the best guest experiences within our offices, theaters, ballpark and arena. He is a results-oriented business leader, committed to our industry. He played a key leadership role during the Vivint Smart Home Arena renovation and influenced many of the updates that visitors enjoy today."

"It is an honor to represent the Miller family and the Utah Jazz in this role and I am incredibly excited to get started," Olson said. "Our many businesses are healthy with a talented management team and group of employees in place. As an organization, we are stewards of community assets and committed to staging world-class teams and events. I believe we are well-positioned to support those aspirations on behalf of our passionate fan base, including our pursuit of an NBA championship."

A native of Salt Lake City, Olson graduated from the University of Utah with a bachelor's degree in communications. He attended Northeastern University in Boston where he received a master's degree in sports and recreation management. He has served on the Alumni Association board of directors and Crimson Club board for the University of Utah, the Downtown Alliance, Visit Salt Lake, Salt Lake Chamber board of governors and Camp Kostopulos board. He and his wife, Suzi, have four children and reside in Salt Lake City.

# Hansen named CEO of Draper's Code Corp.

Code Corp., a Draper-based developer and marketer of datacapture software and hardware, has named Kent L. Hansen as CEO. Hansen comes to Code from CA Engineering, where he was a partner and president. Prior to CA Engineering, he was a senior director at 3Com Corp.

Hansen will also oversee operations at Code subsidiary TachyonIQ, the company's division that develops software for image processing algorithms, including barcode decoding.

With over 30 years' experience in all aspects of running a technology business, Hansen is well suited to propel the Code brands, product and technology beyond projected growth in the data capture industry, the company said in a release.

Hansen earned a bachelor of science degree in finance from the University of Utah and also completed the Executive Education Management Program at the Wharton School at the University of Pennsylvania.

"Our key criteria was to find an individual who will provide the leadership to build Code into a world-class organization," said Barclay McFadden III, Code chairman of the board. "Kent has demonstrated the ability to do just that throughout his career. Kent brings strong product management, sales, OEM, contract manufacturing and financial expertise to Code."

"I couldn't be more excited to join this amazing team of incredibly talented and smart individuals who make up the Code family - including our extended family of distributors and resellers," said

Hansen. "Together we will continue to offer customers not only the most innovative data capture technology available, but also the most creative product solutions the industry has ever seen."

Founded in 1997, Code employs about 100 at its Utah headquarters and its regional office in the Netherlands.

# GOED

from page 1

4,2019," Bill Kirchner, vice president and general manager of Amer Sports Americas, said in a prepared statement. "The build-out and transition has gone smoothly, and we're now ready to further expand operations by adding jobs in consumer and after-sales services for the Arc'teryx brand.

"We value our partnership with the city of Ogden, Weber County and the state of Utah. We're committed to supporting the local community by providing great experiences for skiers, snowboarders, runners, bikers and hikers and proud to call Utah our home."

"We love it when Utah companies expand in the state," said Val Hale, GOED's executive director. "Amer Sports is already doing great things in Ogden. As the company continues to grow, it's yet another success story in Utah's thriving outdoor industry - an industry that keeps attracting new people and companies."

"To support its internationally recognized brands - including Atomic, Salmon and Suunto - Amer Sports relocated its winter and outdoor American headquarters to Ogden in 2007," said Ogden Mayor Mike Caldwell. "Since joining our community and reinforcing Ogden's amazing quality of life, Amer Sports has expanded multiple times, created quality jobs and assisted with our revitalization efforts by being one of our anchor tenants at the historic American Can Complex. Amer Sports' expansion of Arc'teryx will benefit our city, our region, the entire state of Utah and its outdoor recreation industry."



Centers for Disease Control and Prevention, https://www.cdc.gov/physicalactivity/walking/call-to-action/index.htm, accessed June 20, 2019

Participants must meet specific goals each day to earn incentives, and may earn up to \$3 per day/up to \$1,095 per year, deposited quarterly to their HSA account to be used for eligible health care expenses.



UnitedHealthcare Motion is available to employers with 51 or more employees. UnitedHealthcare Motion is a voluntary program. The information provided under this program is for general informational purposes only and is not intended to be nor should be construed as medical advice. You should consult an appropriate health care professional before beginning any exercise program and/or to determine what may be right for you. Receiving an activity tracker and/or certain credits may have tax implications. You should consult an appropriate tax professional to determine if you have any tax obligations from receiving an activity is detected (e.g., misrepresented physical activity), you may be suspended and/or terminated from the program. If you are unable to meet a standard related to health factor to receive a reward under this program, you might qualify for an opportunity to receive the reward by different means. Contact us at 855-256-8698 and we will work with you (and, if necessary, your doctor) to find another way for you to earn the same reward. Rewards may be limited due to incentive limits under applicable law.

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# Former FAA head: Unmanned aircraft industry faces changing regulation



Attendees at the recent Utah Unmanned Aerial Systems Summit in Ogden watch a demonstration of the takeoff and landing prowess of a remote-control drone.

The regulatory effort by the Federal Aviation Administration (FAA) to deal with the rapidly expanding unmanned aircraft industry is a work in progress, according to the agency's former administrator. Michael Huerta, the head of the FAA until last year and the keynote speaker for the recent second annual Utah UAS (Unmanned Aerial Systems) Summit in Ogden, told attendees the task of regulating the use of drones in U.S. airspace is a daunting task.

Huerta talked about the scope of regulatory framework the FAA faced as the use of unmanned aircraft ballooned over the past decade. Specifically, he talked about the development of "Part 107," which was part of the FAA's initial regulatory efforts.

"We wanted to accomplish two things. First, we wanted to establish the base regulatory framework — something that could be expanded and adapted over time as the industry continues to develop," Huerta said. "Second, we wanted to create a permissive framework for a number of activities, fully recognizing that it would be a limited set of activities, but with a plan to expand the range of permitted activities over time as we gathered more operational data."

Ogden Mayor Mike Caldwell, Utah State Sen. Gregg Buxton and Tooele County Commissioner Shawn Milne also spoke to the gathering. Additional panels and discussions took place featuring current UAS programs and projects, Utah's UAS and aerospace cluster and forecasts of the upcoming demand for UAS technology. Topics included "Drones in the Classroom," "UAS Research" and "Setting Up a Corporate UAS Program."



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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.

### **BANKING**

· Zions Bank has named **Yrene Luque** as the new director of its Business Resource Center in downtown Salt Lake City. In addition to providing one-onone business counseling, Luque will develop educational events within the business community, including seminars for existing and prospective small-business owners. Luque has more than a decade of experience working with and supporting business owners. She most recently managed Zions Bank's West Jordan branch and, before that, served as assistant manager of the Sandy South Towne branch. Luque also spent eight years at Wells Fargo in roles including commercial lender. Prior to banking, she worked in business strategy and marketing.

# **CONSTRUCTION**

• DDS (Distributor Data Solutions), a Salt Lake City-



Colleen Ehrhardt

based provider of product content to the electrical and related construction and industrial distribution markets, has hired Colleen Ehrhardt as

director of global sales. She will be based in Chicago. Prior to joining DDS, Ehrhardt was with Snap36 for nearly 10 years, where she most recently served as director of global strategic accounts and director of sales before that.

# ECONOMIC DEVELOPMENT

• The Economic Development Corporation of Utah is seeking another 30 companies to participate in its "Know the Customer" initiative by yearend. EDCUtah recently conducted its 30th interview in the program, a statewide research study consisting of in-depth interviews with business executives. Its goal is to better understand the factors that drive economic growth in Utah's key industry sectors. Conducted via in-person interviews, the survey consists of 100 questions that focus on companies' Utah and out-of-state operations, workforce issues and overall Utah business climate. Responses are not shared publicly but are reviewed internally by EDCUtah and other public-sector economic development executives. Aggregate data will be used to report on industry trends and inform policy decisions in Utah. Interested companies or city/county economic development staff may contact Michael O'Malley, EDCUtah marketing director, at momalley@edcutah.



org for more information.

# **ECONOMIC** INDICATORS

• Salt Lake City is Nov. 145 out of 302 U.S. cities in a ranking of the "Best and Worst Cities for Seniors to Live," compiled by Caring.com. The 2019 Senior Living Report's ranking are based on 70 metrics across six categories: healthcare, housing options, community engagement, transportation, quality of life and workforce development. Details are at https://www.caring.com/senior-living/utah/salt-lake-city.

# **FINANCE**

• Capita Financial Network, Sandy, has announced the addition of Terri Anne Flint to its team of experts helping clients plan and experience a successful retirement. A specialist



Terri Ann Flint

in well-being, Flint oversees Capita's retirement wellness program. Flint recently retired from being the director of the Intermountain E m p l o y e e

Assistance

Program, Employee Health and Live Well, the employee wellness program at Intermountain Healthcare, where she worked for the past 30 years.



# **GOVERNMENT**

• The Salt Lake City **Department of Public Facilities** has hired Jacobs, AECOM and Sundt/PCL Joint Venture (a joint venture of Sundt Construction and PCL Construction) to build a \$528 million water reclamation facility. The contracting team expects to hire 150 people for the project. Initial design work has begun, and construction of the project will continue through 2025. The existing water reclamation facility at 1365 W. 2300 N. is one of the largest public works projects in Salt Lake City history. SLCDPU is rebuilding the facility to meet mandatory new water quality standards, improve efficiency and reliability, and to avoid the risks associated with a 55-year-old facility at the end of its lifespan. The current plant will continue to operate as the new facility is built.

# **INVESTMENTS**

• Pure Healthcare, a company focused in the ambulatory infusion space, has announced a new round of funding totaling \$40 million to expand the national footprint of Pure Infusion Suites. The round was led by Build Capital Partners, Salt Lake City. Pure Infusion Suites are designed to provide an exceptional patient experience in a spa-like atmosphere.

# **LAW**

• Holland & Hart has hired Kathryn J. Carlisle-Kesling for its Real Estate Development



Kathryn Carlisle-Kesling

Group as of counsel in Salt Lake City. Carlisle-Kesling has more than two decades of industry experience, most

recently serving as a partner shareholder with Buckley King in Ohio.

# **MANUFACTURING**

- Purple Innovation Inc., an Alpine-based company that designs and manufactures comfort products, has appointed Craig Phillips as chief financial officer. Phillips will have responsibility for both the accounting and finance teams at the company. Phillips has more than three decades of experience, including more than 15 years in "Big 4" public accounting firms. He has served as chief financial officer for several privately held companies at the regional and national level in the service, distribution, entertainment and restaurant industries, and most recently served as the managing director at FTI Consulting. In that role, Phillips has been serving since March as Purple's interim chief financial officer.
- Traeger Grills, a Salt Lake City-based producer of wood pel-



Todd Smith

let grills, has hired **Todd Smith** as chief marketing officer. Smith has expertise in product marketing and brand strategy. Most recently,

he was chief marketing officer for nearly seven years at EXOS. He also held several marketing positions at The Coca-Cola Co., worked in account management for CoolSavings and worked as a management consultant with Arthur Anderson.

# **MILESTONES**

• Ivory Homes, Salt Lake City, has commemorated the completion of its 20,000th home. The homebuilding company has been in business for 50 years.

# **NONPROFITS**

• Registration has opened for Utah Food Bank's 14th annual Utah Human Race, scheduled for Thanksgiving morning (Nov. 28) in Draper. All registration fees and sponsorships for the familyfriendly 5K/10K fun run will benefit Utah Food Bank's mission of Fighting Hunter Statewide. More than 5,000 people are expected to participate. The race will be held in a new location in Draper this year, at the Vista Station Business Park (12921 Vista Station Blvd). Online registration closes at noon Nov. 25. Details are at www. UtahHumanRace.org.

# OUTDOOR PRODUCTS/ RECREATION/SPORTS

 Ski Utah has announced the scheduled 2019-20 season opening dates for Utah ski resorts: Brian Head Resort, Nov. 15; Park City Mountain, Nov. 22; Alta Ski Area, Solitude Mountain Resort and Sundance Mountain Resort, all Nov. 23; Snowbasin Resort, Nov. 27; Deer Valley Resort, Dec. 7; and Eagle Point Resort, Dec. 20. Opening dates have yet to be determined for Beaver Mountain, Brighton Resort, Cherry Peak Resort, Nordic Valley, Powder Mountain, Snowbird and Woodward Park

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# **REAL ESTATE**

• PREP Property Group Inc., Park City, has acquired Hillside Village in Cedar Hill, Texas. Financial terms were not disclosed. The 611,232-square-foot regional shopping center is 16 miles from downtown Dallas and features national and regional tenants. The company's Strategic Investment portfolio currently has five other projects.

# **RECOGNITIONS**

• Weber State University recently hosted its inaugural Research, Commercialization and Entrepreneurial Awards to celebrate faculty for their research and innovations. Awardees received a \$1,500 prize as well as recognition for their contributions and achievements. The Office of Sponsored Projects and Technology Commercialization created the awards. The Outstanding Research Award was presented to Luke Fernandez, school of computing assistant professor, and Susan

# **Industry Briefs**

Matt, history professor, for their book Bored, Lonely, Angry, Stupid: Changing Feelings about Technology, from the Telegraph to Twitter. The Innovation Research Award was presented to John Sohl, physics professor, for his work on WSU's High Altitude Reconnaissance Balloon for Outreach and Research. He has also been involved in laserdevelopment engineering projects with the Utah Science Technology and Research Initiative and with the Utah Center for Aeronautical Innovation and Design. The Entrepreneurial Spirit Award was presented to Bruce Davis, vice provost and dean of online and continuing education, for his continued advocacy for innovation in northern Utah, as well as helping Weber State strengthen its economic development plans for northern Utah. Davis has also taught entrepreneurship courses for many years.

• Weber State University recognized outstanding contributors during its annual "WSU Salutes" ceremony: Distinguished Alumna, Lori Belnap Pehrson, a director at Northrop Grumman and community volunteer; Distinguished Alumnus, Keith Titus, president and CEO of MarketStar; Outstanding Young Alumnus, Damian Lillard, a four-time NBA All-Star with Trailblazers; Portland Distinguished Service, Kym Evertsen Buttschardt, who with husband Pete Buttschardt opened Union Grill and later Rooster's Brewing Co.; WSU President's Award, the Stewart Education Foundation, which has administered millions of dollars in gifts and grants to numerous programs and organizations; Emeriti Alumni Lifetime Achievement, **John B. Lund**, president and CEO of America First Credit Union; Lewis W. Shurtliff Award for Contributions to Education, Marlin K. Jensen, a lawyer and farmer; Emeriti Homecoming Royalty, Nancy Boyington Wade and Glen L. Wade; and Student Homecoming Royalty, Rachel Creer and Matthew Thorpe.

• Results for America has named Utah as one of five leading states that are effectively using data and evidence to improve outcomes for residents. The announcement was made in Washington, D.C., at an event co-hosted by the National Governors Association. Results for "America's 2019 Invest in What Works State Standard of Excellence" showcased datadriven, evidence-based practices, policies, programs and systems used by state governments to invest taxpayer dollars in what works. The best-in-class state government examples provide a roadmap for how every state can use evidence and data when making budget, policy and management decisions. The 2019 program identified 125 leading and promising practices, policies, programs and systems for using evidence and data that were in effect as of June in 33 state governments.

• Students from the **Western Governors University** (WGU) College of Information Technology took top honors at a recent Cyber FastTrack competition designed to identify top cybersecurity talent from colleges and universities nationwide. During the competition, nearly a quarter of the finalists were WGU students, and 19 WGU students were awarded scholarships - the most of any institution. Cyber FastTrack was designed by world leaders in cybersecurity, hosted by the SANS Institute and endorsed by 26 state governors as a national initiative to help identify top talent and close the U.S. cybersethat simulates the types of cybersecurity problems necessary to secure the nation's most sensitive information.

# TECHNOLOGY/LIFE SCIENCES

• **Instructure**, a Salt Lake City-based company offering a

learning management platform for schools and an employee development platform for businesses, will host its 2019 Analyst Day on Dec. 3 at its corporate headquarters. Members of the management team will describe the company's new strategy and operating model, key

decisions about future financial goals, and the plan for focused capital allocation. In-person attendance is by invitation only. The event will be webcast and accessible in the Investor Relations section of the company's website (ir. instructure.com).





# Succeeding in Your Business

# Teaching lawyers about cybersecurity

Let's face it. When it comes to professionals with technological savvy, lawyers are way, way down the list. I know lawyers who are still using Windows 98, if that gives you an idea (hey, it was a pretty good program).



So it was with great trepidation that I attended the recent Tech Summit New York City sponsored by the New York State

Bar Association. Lawyers have always been required to stay on top of changes in the law so as to maintain a certain level of competence. But recent changes to lawyer ethical rules require lawyers to stay on top of technology changes as well so they can keep their clients' confidential information safe from hackers.

What would I be required to do, and — more importantly how far was my practice below the new standards?

The good news is that I Iron Mountain (www.ironmounwasn't in as bad of shape as I feared (it helps that I represent some tech companies), and I learned a ton of stuff that all small-business owners can ben-

According to Paul Unger of Affinity Consulting Group who co-chaired the conference, there are five things attorneys and other small businesses need to do to ensure their clients' files and communications are secure:

- Encrypt their emails using a two-step authentication (you know, first you put in your password, and then you type in a bunch of random letters to let the computer know you are not a
- Protect your cloud database (such as Google Docs and Microsoft OneDrive) with encryption and store at least some of your clients' stuff on physical media in case of a ransomware attack (where, for example, someone locks up your computer and demands \$25,000 in bitcoin to unlock it again). Consider using an online backup service, such as

tain.com/ipm) or iBackup.com.

- Accept credit cards from clients using a PCI-compliant service, such as LawPay (lawpay. com) or ShieldPay (www.shieldpay.com). These are much more secure than paper checks.
- Use a virtual private network (VPN) service, such as NordVPM (nordvpn.com) or Surfshark (surfshark.com), when using a public computer or some other remote computer like the ones available for rent at a hotel business center.
- Use a secure digital signature service, such as DigiSign (www.digisign.com), when finalizing legal documents. PDFs are not as secure and reliable as they used to be.

In Unger's words: "Most of the things you need to do cost only a few dollars a month and take only a few minutes to put in place, so if you are hacked and someone goes after your law license you won't be able to argue that you couldn't afford to do the right thing."

So what about passwords?

According to keynote speaker Deborah Snyder, New York state's chief information security officer, an eight-character password consisting only of numbers and lowercase letters can be cracked in less than two hours, but a 12-character password consisting of numbers, lowercase letters, uppercase letters and at least two different symbols would take over 200 years to crack — something to think about the next time Gmail asks you to update your password.

And if you're not already paranoid enough, did you know that your interactions with Siri, Alexa, Cortana, Bixby and other voice-activated virtual assistants are archived and could be seized or discovered as evidence in a criminal or civil trial? According to Brett Burney of Burney Consultants, prosecutors in Arkansas issued a search warrant for data from an Amazon Echo in the home of James Bates, who was accused of strangling and drowning a man in his home in 2015. Was it murder or just an accident? Only Alexa knows for

sure, and she ain't talkin' without her lawyers.

OK, if you're really scared now, here are some of the Tech Summit corporate sponsors that can help you sleep better at

- Looking to find out what the bad guys on the dark web know about you? Check out managed security service provider JDL Group (www.jdlgrp.
- Still working on a desktop but want a cybersecurity solution that's just as good as a cloud-based service? Check out CloudDesks (http://clouddesks.
- Looking for a U.S.-based virtual assistant that knows not only how to pronounce your name but also enough about your clients (but not too much) to help you prioritize your calls? Check out Smith.AI (http://smith.ai).
- · Looking to work with a remote law clerk, associate or co-counsel for a particular case

see ENNICO page 18



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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.

### Oct. 14, noon-1 p.m.

"U.S.-Japan Relations: Japan's Commitment to Global Security and Economy," a Hinckley Institute of Politics event. Speaker is Midori Takeuchi, consul-general of Japan in Denver. Location is Hinckley Institute of Politics, University of Utah, 260 S. Central Campus Drive, Suite 2018, Salt Lake City. Free and open to the public. Details are at https://www.hinckley.utah.edu/calendar/.

# Oct. 15, 7:30 a.m.-noon

Business & Health Care Summit 2019, a Salt Lake Chamber event designed to help employers become more actively engaged in the conversations around healthcare policy on a state and national level and ensure attendees leave with actionable steps they can implement at their organizations. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$45. Details are at slchamber.com.

# Oct. 15, 8 a.m.-4 p.m.

"Project Management Essentials," a Frontline Leader workshop presented by Salt Lake Community College. Location is the Westpointe Campus in Salt Lake City. Cost is \$250. Details are at slcc.edu/workforce.

# Oct. 15, 8-10 a.m.

Business Women's Forum Breakfast, with the theme "Embody the Intangibles" and focusing on "soft skills." Presenter is Alison Flynn Gaffney of University of Utah Health. Location is Sugar House Health Center, 1280 E. Stringham Ave., Salt Lake City. Cost is \$27 for members, \$35 for nonmembers. Details are at slchamber.com.

# Oct. 15, 8-11 a.m.

"Harassment Prevention for Managers and Supervisors," an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$145. Details are at employerscouncil.

# Oct. 15, 8:30-11 a.m.

"Customers for Life," a Salt Lake Small Business Development Center (SBDC) event. Speakers are Rai Chowdhary and Bryce Jansen. Location is Salt Lake SBDC, Salt Lake Community College, Building 5, MCPC 101, 9750 S. 300 W., Sandy. Cost is \$19.97. Details are at https://clients.utahsbdc.org/events.aspx.

### Oct. 15, 9 a.m.-4 p.m.

"Employment Law for Managers," an Employee Development program offered by Salt Lake Community College. Open to the public. Location is SLCC's Miller Campus, Sandy. Cost is \$200. Details are at http://www.slcc.edu/workforce/courses/index.aspx.

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

Business Alliance Networking Luncheon, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free. No RSVP required. Details are at davischamberofcommerce.com.

# Oct. 16, 7:30 a.m.-1 p.m. 2019 PTAC Symposium,

presented by the Procurement Technical Assistance Center in the Governor's Office of Economic Development and featuring information about winning government contracts. Location is Salt Lake Community College's Miller Campus, 9750 S. 300 W., Sandy. Details are at https://business.utah.gov/ptac/.

# Oct. 16, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is Urban Arts Factory, 116 S. Rio Grande St., Salt Lake City. Free (pre-registration is required). Details are at murraychamber.org.

# Oct. 16, 9-11 a.m.

"How to Build an Effective Business Instagram and Facebook," a Women's Business Center of Utah event and part of the three-part "Master Your Social Media and Brand" series. Location is the Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Remaining part is "How to Drive Traffic to Your Social Media Platforms," Oct. 23. Cost is \$20 for each course. Details are at wbcutah.org.

# Oct. 16, 8:30-11:30 a.m.

"Grow Your Business," a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Details are at https://clients.utahsbdc.org/events.aspx.

# Oct. 16

Small Business Development Center (SBDC) Clinics, including "QuickBooks Workshop" and "Tax Planning Clinic." Both are 5:30-6:30 p.m. Location is the Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Details are at https://clients.utahs-bdc.org/events.aspx.

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

"Multiplying Lasting Profitable Relationships," a West Jordan Chamber of Commerce event. Presenter is Clay Neves of Personal Sales Dynamics. Location is Mountain America Credit Union, 3065 W. 5400 S., Taylorsville. Free for members, \$10 for nonmembers. Details are at westjordanchamber.com.

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

Teacher Appreciation Luncheon, a South Jordan Chamber of Commerce event. Location is Sagewood at Daybreak, 11289 Oakmond Road, South Jordan. Details are at southjordanchamber. org.

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

"Cybersecurity Forum: Aerospace," a Silicon Slopes event. Speaker is David Catarious, director of cybersecurity programs and chief information officer, Woodstar Labs. Location is Venture X Station Park, 262 N. University Ave., Farmington. Free. Details are at siliconslopes.

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

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is Rulon Gardner, Olympic athlete. Location is Prohibition Utah, 151 E. 6100 S., Murray. Cost is \$20 for members, \$25 for guests. Details are at murraychamber.org.

# Oct. 17, 3-5 p.m.

"Jump Start: Intro to Entrepreneurship," a Women's Business Center of Utah event. Location is the Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at wbcutah.org.

# Oct. 17, 7-8:30 p.m.

Contactos, a Utah Hispanic Chamber of Commerce networking event. Location to be announced. Free for UHCC members, \$10 for nonmembers. Details are at utahhcc.com.

# Oct. 18, 8-10 a.m.

Utah County Speednet, a Utah Valley Chamber speed networking event. Location is SCERA Center for the Arts, 745 S. State St., Orem. Free. Details are at thechamber.org.

# Oct. 18, 8-10 a.m.

"Bagels & Business," a

Salt Lake Community College event. Topic is "Up Your Style Game: Learn to Look like a Million Bucks." Location is The Mill at Miller Campus, Salt Lake Community College's Miller Campus, Corporate Partnership Center, Building 5, 9690 S. 300 W., Sandy. Registration can be completed at constantcontact.com.

# Oct. 18, 8-10 a.m.

Third Fridays Speed Networking, a South Jordan Chamber of Commerce event. Location is Megaplex 20, 3761 W. Parkway Plaza Drive, South Jordan. Details are at southjordanchamber.org.

### Oct. 18, 9 a.m.-noon

"Where's the Money?" a Women's Entrepreneurial Conference event featuring a gathering of funding sources connecting participants with bankers, lenders, loans, grants and investors. Location is 350 N. Redwood Road, Salt Lake City. Free. Details are at https://www.utwng.com/events/wecs-wheres-the-money/.

### Oct. 18, noon-1 p.m.

Silicon Slopes Live, a lunch and live recording of a Silicon Slopes podcast featuring Landon Ainge, senior vice president at Gabb Wireless. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at siliconslopes.com.

# Oct. 19, 7:30-8:30 a.m.

Eggs & Issues, a Murray Area Chamber of Commerce event. Location is Anna's Restaurant, 4700 S. 900 E., Murray. Free unless ordering from the menu. Open to everyone. Details are at murraychamber.org.

# Oct. 21, 11:30 a.m.-1 p.m.

Business Coaching, a West Jordan Chamber of Commerce event. Speaker is Greg Cassat of Zions Bank. Location is West Jordan Chamber office, Mountain America Credit Union, 3065 W. 5400 S., Taylorsville. Free. Details are at westjordanchamber.com.

# Oct. 22-24

**Utah Outdoor Recreation Summit**, with the theme "Roots & Routes: Preserving Our Past and Forging Our Future." Location is Dixie Center, 1835 S. Convention Center Drive, St. George. Cost is \$155. Details are utahoutdoorsummit.com.

# Oct. 22, 7:30 a.m.-2:30 p.m.

**2019 Women Empowered Conference**, with the theme "Rise
Up," an Ogden-Weber Chamber
of Commerce event. Location is
Ogden Eccles Conference Center,

2415 Washington Blvd., Ogden. Cost is \$65 for WIB members, \$75 for general attendees. Details are at ogdenweberchamber.com.

# Oct. 22, 8 a.m.-2:30 p.m.

Intermountain CFO Summit, hosted by Advanced CFO. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$299. Registration can be completed at Eventbrite.com.

# Oct. 22, 8-11:30 a.m.

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

# Oct. 22, 4-5:30 p.m.

"MasterClass: When to Hold On and When to Let Go," a Women's Business Center of Utah event. Location is Kendra Scott City Creek, 50 Main St., Suite 271, Salt Lake City. Free. Details are at wbcutah.org.

# Oct. 23, 7:30-8:30 a.m.

Coffee Connection, a Holladay Chamber of Commerce event. Location is 3 Cups, 4670 Holladay Village Plaza, Suite 104, Holladay. Details are at holladaychamber.com.

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

Chamber Launch, a Salt Lake Chamber networking event. Location is Maud's Café, 422 W. 900 S., Salt Lake City. Free. Details are at slchamber.com.

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

"Why Your Business Should be Certified as Woman-Owned," a Women's Business Center of Utah event. Presenter is Elly Bacon, director of community development and engagement for the Women's Business Enterprise Council-West. Location is the Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Free for NAWBO member and WBCUtah clients, \$15 for nonmembers and nonclients. Details are at wbcutah.org.

# Oct. 23, 3-5 p.m.

"Purchasing a Business or Franchise," a Utah Microloan Fund event. Speaker is Diane Hartz Warsoff, CEO/co-owner of Transworld Business Advisors of Utah County. Location is Utah Microloan Fund, 154 E. Ford Ave., Suite A, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

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Oct. 24, 8 a.m.-3 p.m.

"2019 WeROC (Women Entrepreneurs Realizing Opportunities for Capital)," a VentureCapital.org event. Keynote speakers are Mary-Lou Smulders, chief marketing officer, 9th Gear; and Doreen Benson of Benson Funds. Location is Salt Lake Community College's Miller Conference Center, 9750

S. 300 W., Sandy. Cost is \$95, \$25 for students, \$50 for kickoff reception Oct. 23. Registration can be completed at Eventbrite.

# Oct. 24, 11:30 a.m.-1 p.m.

Fall Monthly Lunch, a Murray Area Chamber of Commerce event. Location is Brio Tuscan Grill, Fashion Place Mall, 6173 State St., Murray. Cost is \$25, \$30 after Oct. 22 and at the door. Details are at murraychamber.org.

# Oct. 24, 11:30 a.m.-1 p.m.

"Leadership Lessons," a ChamberWest event that is part of the Professional Development Series. Speaker is Maj. Gen. Jefferson S. Burton, adjutant general, Utah Joint Force Headquarters. Location is Residence Inn by Marriott, 7558 S. Plaza Center Drive, West Jordan. Cost is \$20 for ChamberWest members by Oct. 21, \$30 for nonmembers or members after Oct. 21. Details are at (801) 977-8755 or chamberwest.com.

# Oct. 24, 5-7 p.m.

Business After Hours, a Salt Lake Chamber event. Location is Sheraton Salt Lake City Hotel, 150 W. 500 S. Salt Lake City. Cost is \$7 for members before Oct. 17, \$10 for members the week of the event, \$15 for nonmembers. Details are at slchamber.com.

# Oct. 24, 6-9 p.m.

**Titan Awards**, a South Valley Chamber event. Honorees are Gov. Gary Herbert; Natalie Gochnour, director of the Kem C. Gardner Policy Institute and

associate dean of the David Eccles School of Business at the University of Utah; and Nick Rimando of Real Salt Lake. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Cost is \$300. Registration can be completed at Eventbrite.com.

# Oct. 24

Small Business Development Center (SBDC) Clinics, including "Legal Clinic," "Intellectual Property Seminar," "Health Insurance Clinic" and "Accounting Clinic." All are 6-7 p.m. Location is the Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Details are at https://clients.utahsbdc.org/events.aspx.

# Oct. 25, 7:30-8:30 a.m.

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker is Carlton Christenson, chairman of the board of trustees at UTA. Location is Anna's Restaurant, 4700 S. 900 E., Murray. Free unless ordering from the menu. Open to everyone. Details are at murraychamber.org.

# Oct. 25, 8-9 a.m.

CFO Forum, a Silicon Slopes event focusing on hot tax topics and what has been learned after one year of tax reform. Speaker is Doug Meyers, partner at WSRP. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at siliconslopes.com.

# Oct. 25, 9-10 a.m.

Pitch Clinic, a West Jordan Chamber of Commerce event for business development professionals to hone their skills in delivering a powerful elevator pitch. Location is Mountain America Credit Union, 3065 W. 5400 S., Taylorsville. Free for chamber members, \$10 for nonmembers. Details are at westjordanchamber.com.

# Oct. 25, noon-1 p.m.

Women in Business Brown Bag Lunch, a West Jordan Chamber of Commerce event. Location is Residence Inn, 7558 S. Plaza Center Drive, West Jordan. Free. Details are at west-jordanchamber.com.

# Oct. 25, noon-1 p.m.

"Startup Conversation," a Silicon Slopes event featuring Todd Pedersen, CEO and founder of Vivint. Location is Kiln Lehi, 2701 N. Thanksgiving Way, Suite 100, Lehi. Free. Details are at siliconslopes.com.

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

**Women in Business**, a South Valley Chamber event.











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Speaker Lisa Paletta, CEO/ hospital administrator at Alta View Hospital, will discuss her career path and journey to CEO. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$20 for members, \$25 for nonmembers. Registration can be completed at Eventbrite.com.

# Oct. 29, 6:30-9 p.m.

"Instagram: A Beginner's

Guide to Winning on the Platform," a Small Business Development Center (SBDC) event. Location is the Salt Lake SBDC, Salt Lake Community College's Miller Campus, Corporate Partnership Center, Building 5, 9690 S. 300 West, Sandy. Cost is \$19.95. Details are at https://clients.utahsbdc.org/ events.aspx.

### Oct. 30, 7:30-9 a.m.

"Workforce Seminar: Three **Business Perspectives on** Building Company Loyalty," an Ogden-Weber Chamber of Commerce event. Presenters are Mark Nyman, senior human resource manager, Kimberly-Clark; Brett Barson, human resource director, Wadman Corp.; and Trevor Nelson, senior human resource manager, Home Depot Online Contact Center. Location is Weber Center, 2380 Washington Blvd., Ogden. Free. Registration can be completed at http://bit.ly/ WorkforceSemOct19.

### Oct. 30, 8 a.m.-noon

"Fair Labor Standards Act Essentials," an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

# Oct. 30, noon-1:30 p.m.

"Education & Workforce Forum: Utah's Dual Mission Universities," a Salt Lake Chamber event. Presidents of three universities will discuss their dual-mission model to provide more flexibility, access to quality education and options for transfer/stackable credentials for students. Panelists are Astrid Tuminez, Utah Valley University; Brad Mortensen, Weber State University; and Richard Williams, Dixie State University. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$20. Details are at slchamber.com.

### Oct. 31, 11:30 a.m.-1 p.m.

Area Chamber of Commerce event. Location is Prohibition Utah, 151 E. 6100 S., Murray. Cost is \$20 for members, \$25 for guests. Details are at murraychamber.org.

# Oct. 31, noon- p.m.

"\$7.25: Examining the Minimum Wage," a Hinckley Institute of Politics event. Speakers are Mark Knold, chief economist, Utah Department of Workforce Services; Marshall Steinbaum, assistant professor, economics department at the University of Utah; Juliette Tennert, director of economic and public policy research, Kem C. Gardner Policy Institute; and Utah Rep. Brian King. Location is Hinckley Institute of Politics, University of Utah, 260 S. Central Campus Drive, Suite 2018, Salt Lake City. Free and open to the public. Details are at https://www.hinckley.utah.edu/calendar/.

Lunch & Learn, a Murray

### Nov. 1, 8

**Government Affairs Boot**camp 2019, a Salt Lake Chamber event. Activities take place 8 a.m.-noon each day. Activities are designed for new and experienced government affairs professionals, company executives and public policy advocates to learn how to improve their effectiveness and understanding of advocating in the state of Utah. Location is State Capitol Board Room, 350 State St., Salt Lake City. Cost is \$500 for chamber members, \$750 for nonmembers. Details are at slchamber.com.

### Nov. 1, 8-9 a.m.

Silicon Slopes Breakfast with Ryan Napierski, president, and Ritch Wood, CEO, both from Nu Skin. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at siliconslopes.com.

# Nov. 1, 8-10 a.m.

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

# Nov. 1, 8-10 a.m.

**Business and Education** Partnership Awards/Friday Forum, a Utah Valley Chamber event with the theme "How Are Utah County Businesses Partnering with Education?" Location is Utah Valley Convention Center, 220 W. Center St., No. 200, Provo. Cost is \$30 for chamber members. Details are at thechamber.org.

# Nov. 2, 6-10 p.m.

Utah Manufacturers Association Annual Awards and Installation Banquet. Location is Little America Hotel, 500 S., Main St., Salt Lake City. Cost is \$300 for a couples ticket. Details are at https://www.umaweb.org/ event/uma-awards-and-installation-banquet/.

# Nov. 5, 8:30 a.m.-12:30 p.m.

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

# Nov. 5, 9-11 a.m.

"Jump Start: Intro to Entrepreneurship," a Women's Business Center of Utah event. Location is the Women's Business Center of Utah, 175 E. 400 S.,





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Suite 600, Salt Lake City. Free. Details are at wbcutah.org.

### Nov. 5, 9 a.m.-noon

"Google: Get Your Business Online," a Women's Business Center of Utah event. Speaker is Corissa Saint Laurent, a professional speaker and trainer. Location is Ladybird Society, 314 Broadway, Suite 222, Salt Lake City. Free. Details are at wbcutah. org.

# Nov. 5, 11 a.m.-1 p.m.

"Best of the West," recognizing businesses on the west side of Salt Lake County. Location is Conservation Garden Park, 8275 S. 1300 W., West Jordan. Details are at saltlakesbestofthewest.com.

# Nov. 5, 11:30 a.m.-1 p.m.

"Let's Do Lunch," a South Jordan Chamber of Commerce event. Location is Holiday Inn, 10499 S. Jordan Gateway, South Jordan. Details are at southjordanchamber.org.

# Nov. 5, 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. No RSVP required. Details are at davischamberofcommerce.com.

# Nov. 5, noon-1:30 p.m.

"Holiday Marketing for Small Businesses," a Women's Business Center of Utah event. Location is Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$15. Details are at wbcutah.org.

# Nov. 5, 3-5 p.m.

"Reclaim Your Roar: How to Free and Use the Power of Your Voice," a Women's Business Center of Utah event. Speaker is Corissa Saint Laurent, professional speaker and trainer. Location is Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at wbcutah.org.

# Nov. 6-20

Finance Academy, a South Valley Chamber Business Institute event taking place over three consecutive Wednesdays. Each class is 8:30-10:30 a.m. Nov. 6 session is "Understanding Your Financial Statements." Nov. 13 session is "Learn How to Analyze Your Finances." Nov. 20 session is "Build a Business Budget and Strategy." Location is Salt Lake Community College's Miller Campus, MFEC 223, Sandy. Cost is \$75 for members (all three classes), \$150 for nonmembers.

Registration can be completed at Location is Marriott Downtown Eventbrite.com. Location is Marriott Downtown at City Creek, 75 S. West Temple,

# Nov. 7, 7:30 a.m.-4 p.m.

2019 Utah Life Sciences Summit, a BioUtah event. Keynote presenter is Rich McKeown, co-founder and chairman of Leavitt Partners. Event also will feature a live video stream from Jeff Shuren, director of the Center for Devices and Radiological Health at the U.S. Food and Drug Administration.

Location is Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Early-bird cost (through Oct. 15) is \$225 for members, \$300 for nonmembers. Details are at https://members. bioutah.org/events/details/2019-utah-life-sciences-summit-attend-ee-registration-5015.

# Nov. 7, 8 a.m.-noon

"Employment Law Essentials for Supervisors and Managers," an Employers

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

### Nov. 7, 9-10 a.m.

"Coffee With Clancy: Growing a Successful Workforce and Retention," a Women's Business Center of Utah event featuring Clancy Stone, business advisor for the northern region for the Women's Business Center of Utah; and Teri Nielsen, director of sales for TalentTeam. Location is Delice Bakery & Café, 2747 State St., Salt Lake City. Free. Details are at www.wbcutah.org.

# Nov. 7, 11:30 a.m.-1 p.m.

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is from Platinum HR. Location to be announced.

see CALENDAR page 17











de RUGY

# **Opinion**

# Hush, little voter, don't say a word (about tariffs and rebate checks)

There are many bad ideas flying around right now in Congress. The recent proposal by Sen. Tom Cotton, R-Arkansas, to give some taxpayers a rebate check funded with the tariff loot is one of those ideas. It's not

only bad economics, but it comes across as hush money to keep tariff victims silent in advance of the next election.

The senator's Tariff Rebate Act seems straightforward at first. It would require the Treasury Department to set aside revenue from the Section 201, 232 and 310 tariffs and redistribute the money equally among each

American adult who files a tax return and does not earn enough money to be in the top four tax brackets. Every American filing alone with an annual taxable income less than \$84,200 and every married couple filing jointly making less than \$168,400 gets a check that could amount to \$200 for a single person and \$400 for a married couple. It could be even more if the president continues his expansionary tariff policy.

Up until now, Cotton has bent over backward to defend Pres. Donald Trump's trade war. He even defended the tariffs by claiming they inflicted no pain on consumers or farmers. But this bill suggests that he has changed his tune. He's contradicting one of the administration's main talking points — namely, that the tariffs are paid by the Chinese. Obviously, anyone who

understands economics knows that American consumers pay most of the tariff costs.

Cotton's bill also demonstrates his lack of economic understanding. Mary Lovely, a trade economist at Syracuse University and the Peterson Institute, aptly pointed out to me by email: "Taxpayers are not made whole when tariff revenue is returned to

them. Taxes create excess burden by distorting economic choices. These distortions impose costs beyond any income taken in tariff revenue. Anyone who thinks the losses caused by tariffs are fully reflected in new revenue probably flunked public finance."

Indeed, the tariffs' toll goes far beyond their initial cost. According to a new statement by the World Trade Organization, the heightened uncertainty created by the trade conflicts "is leading some businesses to delay the productivity-enhancing investments that are essential to raising living standards." One visible sign is that global merchandise trade is expected to expand by only 1.2 percent this year, as opposed to the 2.6 percent growth that was predicted back in April.

The tariffs imposed on hundreds of billions of dollars' worth of goods and services consumed by Americans, along with retaliatory tariffs from other countries, have led to the loss of foreign markets, reduced profits, and layoffs for U.S. businesses in every industry downstream of these levies. Two thousand five hundred American businesses have already filed exclusion requests on 31,000 goods for the China tariffs alone. The irony is that even U.S. steel producers, which some of the tariffs were meant to protect, are hurting and laying off workers.

Redistributing money to some taxpayers isn't going to fix any of these problems. The real and only solution is to lift the tariffs, period.

Whatever one thought at the onset of this trade war, the president has had a year and a half to try his strategy. It has failed. We have no deal with China and experts predict that whatever deal we may eventually get will be minor and mostly facesaving. NAFTA's proposed replacement, the United States-Mexico-Canada Agreement,

is nowhere near seeing the light of day. And a new deal with Japan pales in comparison to what had been agreed to in the Trans-Pacific Partnership — an expansive, free trade deal with 12 nations, including Japan and Vietnam — which Trump withdrew from as soon as he took office.

Cotton's bill is better understood as a side payment to help the president in the next election. *The Washington Post*'s Henry Olsen, a Trump supporter, admitted as much when he wrote that "Cotton's approach addresses both the economic and political challenges arising from Trump's tariffs." Olsen adds that this payment would resonate quite well in Wisconsin, an important electoral battlefield. "A \$1,000 check compensating them for the effects of a patriotic battle they wanted to fight anyway," he explains, "would look pretty good to them."

Shifting rhetoric and the constant distortion of facts have been at the heart of the defense mounted by the president's tariff supporters. And now we can add monetary bribes to the list.

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

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# Red memory: Some Chinese seem to want to 'Make China Great Again'

Donald Trump finally got to see the kind of military parade he longed for. Unfortunately for him, it was in Beijing, not Washington. You will recall that in 2018, Trump directed the Pentagon to put

on a lavish show of arms to demonstrate America's might. When news of its cost got out — an estimated \$92 million — he scuttled the plan and settled for a far more modest July Fourth event in 2019.

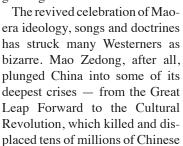
President Xi Jinping faces no such obstacles and put on a thunderous show commemorating China's 70 years of Communist

rule, complete with hundreds of tanks, floats, planes and a nuclear-capable missile that could evade American missile defenses. As Xi inspected troops, he shouted, "Hello, comrades!" They shouted back, "Hello, leader!" Trump was surely envious. In a rare gesture of generosity and friendliness to China, he tweeted out his congratulations.

Xi has made a striking break with China's recent past. Since taking power, he has in many ways increased the state's role in the economy, tightened political control and repression, and embraced a revival of Maoism. What explains this turn backward? Political scientists from the University of Pittsburgh and the University of Michigan recently conducted 77 indepth interviews with Chinese citizens and concluded that some do indeed have a hankering for the good old days. In their report, "Understanding 'Red Memory' in Contemporary China," the scholars describe this as a "reflective nostalgia" for

an earlier, simpler time before the breakneck pace of growth and globalization produced a whirlwind of change in every aspect of Chinese society. To put it another way, some Chinese yearn to make China

great again.



people. But the Communist Party appears to have recognized that in times of ceaseless change, an embrace of nostalgia can be extremely useful. A decade ago, senior party leader Bo Xilai organized mass rallies at which revolutionary-patriotic songs were sung. Bo was later ousted and jailed, but Xi has emulated his approach.

In a new book, China's New Red Guards: The Return of Radicalism and the Rebirth of Mao Zedong, Jude Blanchette argues that we have not recognized the deep, internal divisions within the Chinese Communist Party over the last few decades, with many in the party unhappy with the country's increasingly capitalist direction. "The party," he writes, "long the student of Soviet decline, feels exposed on its left flank, and the most effective way to impugn Beijing still remains to point out the distance between its socialist aspirations and the realities of authoritarian state capitalism." In fact, Xi has said that one of the major reasons Soviet communism

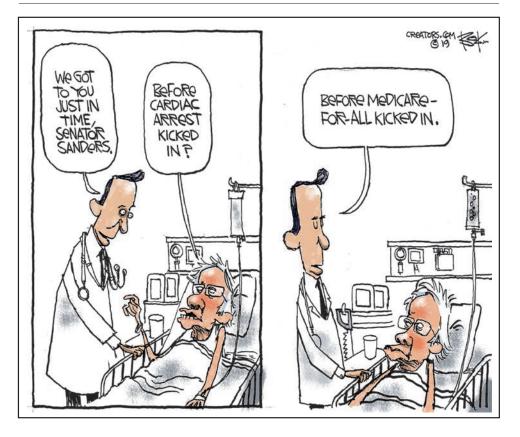
collapsed was that the party repudiated its past leaders and ideology.

A central aspect of China's Maoist revival has been the return to a cult of personality. Early in Xi's tenure, he cultivated the image of "Papa Xi." Since then he has abolished term limits for himself, established his own "thought" as comparable to Mao's own philosophy, and generally dispensed with the idea of collective leadership.

All this marks a stunning reversal from

Deng Xiaoping's vision for China. Deng, who initiated the 1980s reforms that have created China's modern economy, once gave a couple of extraordinarily candid interviews to the legendary Italian journalist Oriana Fallaci. In them, he praised Mao but openly acknowledged his greatest failures, including the Great Leap Forward and the Cultural Revolution. When pressed

see ZAKARIA next page



from page 15

Cost is \$20 for members, \$25 for guests. Details are at murraychamber.org.

### Nov. 7, 4-6 p.m.

ACG Utah and Turnaround Management Association Rocky Mountain (TMA) Cross-Networking Event. Location is Topgolf Utah, 920 Jordan River Blvd., Midvale. Cost is \$10 for ACG members, \$25 for nonmembers. Details are available by contacting Linda Blake at linda@acgutah.org or (801) 359-8613.

# Nov. 8, 7:30 a.m.-noon

Fall 2019 Nubiz Symposium. 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.

Nov. 8, 7:45-9 a.m.
Women in Business Net-

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

# Nov. 12, 8 a.m.-3 p.m.

43rd Annual Women & Business Conference and Athena Awards Luncheon, a Salt Lake Chamber event. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$85 for members, \$100 for nonmembers; \$20 for members and \$5 for nonmembers for conference only; \$65 for members and \$75 for nonmembers for lunch only. Details are at slchamber.com.

# Nov. 12, 8:30-11 a.m.

"Patents: Everything a Business Owner Needs to Know," a Small Business Development Center (SBDC) event. Location is the Salt Lake SBDC, Salt Lake Community College's Miller Campus, Corporate Partnership Center, Building 5, 9690 S. 300 West, Sandy. Cost is \$19.95. Details

is trying to hold it together and maintain control over a dynamic society without provoking a backlash. That is why, with all the military power on display, Xi has been wary about using any of it to quell the riots in Hong Kong.

Societies that are confident enough to criticize their leaders relentlessly, investigate their presidents, mock military parades, and honestly examine their past may look messy, chaotic and divided. But perhaps in the long run, they have a deeper resilience and stability.

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

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# events.aspx. Nov. 12, 10-11:30 a.m.

are at https://clients.utahsbdc.org/

"How to Become a Leader People Will Follow," a West Jordan Chamber of Commerce event. Location is Mountain America Credit Union, 3065 W. 5400 S., Taylorsville. Free for chamber members, \$10 for nonmembers. Details are at westjordanchamber.com.

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

"The Choices You Make," a ChamberWest Women in Business event that is part of the "Shattering the Glass Ceiling" series. Speaker is Ginette Bott, president and CEO, Utah Food Bank. Location is TownePlace Marriott — West Valley, 5473 W. High Market Drive, West Valley City. Cost is \$20 for ChamberWest members by Nov. 7, \$30 for nonmembers or members after Nov. 7. Attendees are asked to bring a nonperishable food item to donate to the Utah Food Bank. Details are at (801) 977-8755 or chamberwest.com.

# Nov. 13, 8-9:30 a.m.

"Expect the Unexpected: Emerging Issues in Employment Law," part of the Legal Breakfast Briefing Series offered by Employers Council. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

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

Lunch & Learn, a South Jordan Chamber of Commerce event. Discussion is "Six Fraud Lessons." Location is Brick Oven, 10622 S. River Front Parkway, South Jordan. Cost is \$25 for members, \$30 for nonmembers. Details are at southjordanchamber.org.

### Nov. 13, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce networking event. Location is McKay-Dee Hospital, 4401 Harrison Blvd., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

# Nov. 13, 6-8 p.m.

"Starting Your Business
101," a Small Business
Development Center (SBDC)
event. Location is the Salt Lake
SBDC, Salt Lake Community
College's Miller Campus,
Corporate Partnership Center,
Building 5, 9690 S. 300 West,
Sandy. Free. Details are at https://
clients.utahsbdc.org/events.aspx.

### Nov. 14, 8 a.m.-3 p.m.

Women in Business Summit, a Davis Chamber of Commerce Women in Business event with the theme "In This Together." Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$65 for chamber members, \$85 for nonmembers. Details are at davischamberofcommerce.com.

# Nov. 14, 8-11:30 a.m.

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

### Nov. 14, 11:30 a.m.-1 p.m.

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is Marika Roby of Residence Inn. Location to be announced. Cost is \$20 for members, \$25 for guests. Details are at murraychamber.org.

# Nov. 14, 3-5 p.m.

"Jump Start: Intro to Entrepreneurship," a Women's Business Center of Utah event. Location is the Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at wbcutah.org.

# Nov. 15, 8-9 a.m.

Silicon Slopes Breakfast with Kylie Chenn, founder and CEO, Acanela Expeditions. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at siliconslopes.com.

# Nov. 15, 8-10 a.m.

Utah County Speednet, a Utah Valley Chamber speed networking event. Location is SCERA Center for the Arts, 745 S. State St., Orem. Free. Details are at thechamber.org.

# **ZAKARIA**

from previous page

by Fallaci as to why they would not happen again, Deng said that they were products of Mao's cult of personality, his insistence on naming his own successor, and his lifetime tenure. Deng explained that none of that would be permitted in the new China. Xi has ignored Deng's cautionary warnings.

Americans tend to see China as a monolith, an image encouraged by the Communist Party and its grand parades. In fact, it is a vast, complex society, going through great transformation. Xi



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# **ENNICO**

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only a human being can do but nervous about traditional lawyer referral services? Check out LawClerk (www.lawclerk. legal).

- Looking for the next great CRM (client relationship management) platform for your solo or small law practice? Check out JusGlobal (http://jusglobal.com/jus-law).
- Looking for a practice management platform that will handle just about everything including billing, accounting, email, tasks, calendaring, document management and assembly, notes and just about everything except meal delivery for a price less than \$100 per month? Check out Clio (http://clio.com) and ZolaSuite (http://zolamedia.com).
- Looking for a great podcast about creative ways to use technology to overcome the skills shortage? Check out

LeapUS (www.leap.us).

- Looking to take all your Word document templates and turn them into online interactive forms that can be customized for a particular transaction in a matter of minutes? Check out DocuMate (www.documate.
- Looking to use artificial intelligence to help you sort through thousands of documents and find the one piece of information that will win your case? Check out DISCO (http://csdisco.com).

For links to all of the course materials presented at the Tech Summit (most of which can easily be read by nonlawyers) and more information about its corporate sponsors, see http://www.nysba.org/2019TechSummitECM.

Cliff Ennico (crennico@gmail. com) is a syndicated columnist, author and former host of the PBS television series "Money Hunt."

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# **CIVICA**

from page 1

antibiotic that is commonly in short supply for hospitals across the country. The antibiotic will be available to all member health systems by the end of the month, according to Civica, with another essential antibiotic, daptomycin, available soon.

"This first delivery demonstrates the Civica model in action and is a dream come true," said Martin VanTrieste, president and CEO of Civica Rx. "We thank leading health systems across the country who founded or have since become members of Civica for their ongoing commitment and collaboration. We thank our founding philanthropies for prioritizing accessible and affordable healthcare. We are thrilled with the long-term partnerships we've formed with quality generic drug suppliers. We thank all for coming together to do what is in the best interest of patients."

Dan Liljenquist, the architect behind the generic drug company, applauded the health systems that came together last year for being willing to tackle the problem. "I'm particularly grateful for the health systems that early on took a risk to come forward and say, 'Look, if we can't solve this, we don't think anybody can,' and leaned in with us to make it happen," he said in a statement.

Liljenquist outlined for

health industry website Healthcare Dive what member hospitals can expect when buying from Civica Rx, noting transparency is a key tenet for the nonprofit drugmaker. Liljenquist said that Civica Rx pledges that every hospital, regardless of size, will have the same access to products; that there will be one single market price; and that a larger system will not enjoy discounts on larger volume purchases. He said that drug supply contracts will be the same for every hospital.

Civica Rx partnered with Danish company Xellia Pharmaceuticals to supply essential antibiotics. Vancomycin is used to treat serious infections that can be resistant to other antibiotics. Civica Rxhas also partnered with London-based Hikima Pharmaceuticals to manufacture 14 other injectable drugs that are also usually in short supply at U.S. hospitals and that the company expects to begin delivering soon.

Riverton Hospital officials expressed gratitude for being chosen for the first of the Civica deliveries. Rick Carlson, the facility's pharmacy director, said, "I've got a great team of pharmacists and technicians that work side by side with the physicians and the nurses that care for the patients and help with their healing in the hospital. When we have to step away and deal with all of the drug shortages, it really detracts from the opportunity we have to be with the patient. Par-

ticipating with Civica and being able to have their products in our facility really allows us a better opportunity to care for the patient and see them heal quicker."

"We are honored to work with Civica Rx, an innovator in addressing generic drug shortages," said Carl-Aake Carlsson, CEO of Xellia Pharmaceuticals, Civica's supply partner for Vancomycin. "We join in the celebration of this historic milestone and look forward to our continued collaboration to mitigate drug shortages — particularly shortages of anti-infective medications across the U.S."

Civica Rx was established in 2018 by health systems CommonSpirit Health, HCA Healthcare, Intermountain Healthcare, Mayo Clinic, Providence St. Joseph Health, SSM Health and Trinity Health along and philanthropies Gary and Mary West Foundation, Laura and John Arnold Foundation and Peterson Center on Healthcare to reduce chronic generic drug shortages and related high prices in the United States. It exists in the public interest as a nonprofit, non-stock corporation committed to stabilizing the supply of essential generic medications in a hospital setting, according to press reports at the time of its founding. The primary medications that Civica will target include antibiotics, anesthetics, cardiac medications, pain management medications and other essential sterile injectable medicines used in hospitals daily.



# **VOLUNTEERS**



# 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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