

OF NOTE



\$30 billion in claims?

Faced with hundreds of potentially ruinous lawsuits over recent California wildfires that were initially blamed on the utility, Pacific Gas & Electric Corp. has filed for protection under bankruptcy laws. Despite a recent investigation that found PG&E equipment was not to blame for a deadly wine country fire that destroyed 5,600 buildings, the nation's largest utility still opted for bankruptcy protection.

Industry News Briefs
pages 8-9

Business Calendar
page 11

Opinion
pages 14-15



Tax reform is expected to be a major issue in the current general session of the Utah Legislature, including the House (shown here). Gov. Gary Herbert and others are calling for changes to the state's sales and use tax — broadening the tax base and lowering the rate — while legislative leaders have indicated changes to income taxes also might be forthcoming.

Shift in spending habits may mandate tax hike on services

Brice Wallace
The Enterprise

If the state's top political officials get their way, Utah's service-oriented companies could face a bigger tax burden.

However, with the legislative general session underway, exactly how much of a burden remains a mystery.

Speaking at the recent Economic Outlook & Public Policy Summit in Salt Lake City, Gov. Gary Herbert, legislative leaders and others said the current sales tax system is not keeping up with changes in consumer spending habits and could jeopardize state government's ability to provide services.

see TAXES page 4

New Ogden manufacturer could be springboard for food industry

Brice Wallace
The Enterprise

While a 50-job company expansion might not seem like much in terms of boosting employment in Utah, a company planning that-size project in Ogden could be a company — and type of company — that can greater position the state as a center for advanced food manufacturing.

That's the thinking of economic development officials involved in getting Oatly Inc. to build a western manufacturing op-

eration at Business Depot Ogden.

The Swedish company, which develops and produces oat-based drinks and foods, picked Ogden for its first western U.S. manufacturing plant after being approved for a \$295,463 tax credit incentive over seven years by the Governor's Office of Economic Development (GOED) board.

Mike Flynn, chief operating officer at the Economic Development Corporation of Utah (EDCUtah), said EDCUtah and GOED

see OATLEY page 18

Today OK, but future a worry for consumers

A strong positive feeling for Utahns about their current situation — driven mainly by the strong jobs market — was offset in January by minor pessimism over the future, according to the Zions Bank Utah Consumer Attitude Index (CAI), released last week. The CAI decreased 1.9 points to 113.9 in January while the year-over-year index dropped 4 points. By comparison, the national Consumer Confidence Index decreased 6.4 points to 120.2 in January.

The Utah Present Situation Index slipped 1.1 points to 131 from December to January, while jumping 5.8 points from January 2018 to January 2019, mainly due to a large improvement in Utahns' perception of the job market. A majority of Utahns — 63 percent — think jobs are plentiful right now, up 8 percent from January 2018. By comparison, only 8 percent of Utahns feel jobs are hard to get in today's economy.

The Utah Expectations Index also dipped from December to January, decreasing 2.5 points to 102.5. Yet unlike the Present Situation Index, the Expectations Index declined from January of last year, sinking 10.6 points. While 27 percent of Utahns expect business conditions will get better in the next six months, 12 percent of Utahns feel they will get worse. The number of Utahns with a negative business outlook is up 8 percent from last year and at its highest level since December 2013.

The Present Situation Index and the Expectations Index are sub-indices of the CAI.

Much of Utahns' uncertainty about the future of Utah's economy could stem from their feelings about national economic prospects; 29 percent of Utahns believe it is unlikely that the U.S. economy will improve in the next 12 months, an increase of 4 percent since December and the highest point since November 2016. Similarly, the number of Utahns indicating that the federal government is doing a "poor job" with economic policy increased 12 percent

see CAI page 19



OPEN FOR YOUR
BUSINESS

AMERICA FIRST
CREDIT UNION

1-877-AFCUBIZ

americafirst.com

Provo-Orem leads four Utah metro areas among nation's best-performing

Four Utah metropolitan areas have been named in the Milken Institute's Best-Performing Cities index for 2018. The Provo-Orem metropolitan area took the No. 1

spot in the index for a second consecutive year, reflecting the robust growth of high-tech industries outside the coastal enclaves that launched the digital revolution.

St. George was recognized as the No. 2 best-performing metropolitan area in the small-metro category, just behind Bend-Redmond, Oregon.

Salt Lake City (No. 10) and Ogden-Clearfield (No. 21) joined Provo-Orem in the Top 25 for larger metropolitan cities.

The Milken Institute is an independent economic think tank based in Santa Monica, California.

Silicon Valley's San Jose rose nine places to finish second with the help of tech giants such as Apple and Google. Austin, Texas, placed third after adding nearly 5,000 jobs in its professional, scientific and tech-services sectors during 2017.

Following Provo-Orem and San Jose, the Top 10 included Austin-Round Rock, Texas; San Francisco-Redwood City-South San Francisco, California; Dallas-Plano-Irving, Texas; Raleigh, North Carolina; Orlando-Kissimmee-Sanford, Florida; Seattle-Bellevue-Everett, Washington; Fort Collins, Colorado; and Salt Lake City.

"Provo-Orem is home to Brigham Young University, a top technology-transfer school, and fast-growing technological and

entrepreneurial communities," the report said. Major employers include Qualtrics International, a customer-survey software firm, and San Jose-based Adobe Systems. In the five years ending in 2016, the metro's tech-sector GDP grew 31 percent faster than the national tech sector.

"Utah's industrious and innovative people continue to drive growth in the technology and business communities," said Gov. Gary Herbert. "We are focused on laying the groundwork and infrastructure necessary to support this success far into the future."

"Tighter competition for talent and rising housing costs have pushed some firms to expand outside the big coastal centers, driving growth inland," said Kevin Klowden, executive director of the Milken Institute Center for Regional Economics concerning the Provo-Orem ranking. "Now Middle American cities are beginning to see some of the same problems — labor shortages, higher home prices and longer commutes."

UFBF publishes 2019 legislative priorities

The Utah Farm Bureau Federation (UFBF) has released its list of "Issues to Watch For in 2019," listing its issues for the 2019 Utah general legislative session that began last week. The organizations said that the issues list is based on its policy book, which it adopted at its convention in November.

"It is important to know the policies we fight for come from the grassroots level, from actual farmers and ranchers on the ground and in the trenches, not simply from the ideas of one leader or board," said Ron Gibson, a dairy farmer from Weber County and president of the UFBF. "These policies come to us through debate and deliberation on issues felt on the farms of the smallest towns as well as in the families of the largest cities in Utah. These issues have a direct impact on our ability to grow and enjoy food in Utah."

The federation listed its concerns on the state level as:

1. Right-to-farm laws. Most states in the U.S. have what are known as "right-to-farm" laws, which are used to help farmers and ranchers continue the challenging work of growing crops and rais-

ing animals, while providing some protections from frivolous lawsuits. In recent years, some have quickly turned to lawsuits to settle realities of production agriculture. Despite claiming lawsuits won't harm small farmers because they are directed at corporate agriculture ownership, the reality is frivolous lawsuits impact all farmers and ranchers because of the operational relationship between corporate ownership and small family farms, the UFBF said.

2. Private property rights. With the amount of public land in Utah, private property is at a premium. As Utah's population continues to grow, farmers and ranchers are increasingly dealing with the issue of urban encroachment, especially in urban areas.

In a growing economy, UFBF said it wants to make sure aggressive economic growth policies are not promoted at the expense of private property rights. It wants to preserve and strengthen the principle of "willing buyer-willing seller" and check abuses of eminent domain authority.

3. Sales tax reform. Recent legislative discussions have led to

proposals and budget recommendations that directly impact Utah production agriculture and rural Utah. UFBF believes sound tax policy is best represented by fair sales, property and income taxes. Legislative proposals to change this balance should not negatively impact Utah agriculture, it said.

4. Water issues. With three million new residents expected to come to Utah, and with the federal government increasingly bowing out from funding major water development projects, Utah taxpayers will have to meet the growing water infrastructure needs. This includes big-ticket items like the Lake Powell pipeline, as well as the day-to-day maintenance and construction of new and existing water infrastructure. This is often "out-of-sight, out-of-mind" for most residents, UFBF said.

Additional issues include greenbelt laws, transportation funding, water and air quality and state wildfire prevention.

UFBF listed its concerns on national issues to include wildfires and land management, trade, clean water, and immigration reform.

Clean-air challenge kicks off

The Salt Lake Chamber, with partners Utah Clean AIR (UCAIR), a statewide clean-air partnership, and Utah state government initiative TravelWise, has kicked off its 10th Annual Clear the Air Challenge. The challenge, issued by business, government and community leaders, is a month-long competition designed to encourage Utahns to reduce their vehicle emissions by choosing alternatives to driving alone.

According to the partnership, transportation emissions are responsible for nearly 50 percent of the pollutants that make up poor air quality in Utah. By reducing vehicle trips, citizens can help protect health, environment, economy and quality of life, the group said. Participants in the Clear the Air Challenge are encouraged to use strategies like carpooling, using public transit, teleworking, trip chaining, using electric vehicles, walking or riding bikes or scooters to reduce their emissions and help clear Utah's air.

"While we can't do much about our geography, we can control the choices we make to decrease the emissions that cause air pollution," said Derek Miller, president and CEO of the Salt Lake Chamber and the Downtown Alliance. "The Clear the Air Challenge shows us that small individual changes can, and do, make a difference to Utah's air quality. And when we improve our air quality, we enhance the well-being of all Utahns and en-

sure our continued economic success."

Since the challenge started in 2009, participants have helped make a big difference in improving Utah's air quality, Miller said. In that time, more than a million trips have been eliminated, 15 million miles saved, 5,000 tons of emissions reduced and \$6.5 million saved, according to figures from the chamber.

"As we all know, there are no perfect answers to solving Utah's air quality problems, but there are practical solutions," said Thom Carter, UCAIR executive director. "The Clear the Air Challenge is one way to engage the citizens of Utah in finding practical solutions that make a real difference in improving our air quality."

"Penna Powers is proud to have been a partner and a participant in the Clear the Air Challenge for the last 10 years," said Dave Smith, president of Penna Powers, a Salt Lake City-based marketing agency. "We incentivize our employees to participate in the challenge by offering fare reimbursement for those who take public transit, flex schedules, teleworking options as well as encourage carpooling whenever possible. As a result, Penna Powers employees are proud to work for a business that cares about the environment as much as they do."

The Clear the Air Challenge began Feb. 1. Information is available at ClearTheAirChallenge.org.



**The Perfect Spot to Carve
Out Some Family Time.**

We have everything your family needs for the perfect winter adventure — terrain for every skier, luxurious lodges, and Utah's best lift system to help you all get in more runs.

Buy Advanced Tickets Online & Save.



Utah executives report 'cautious optimism' about future of the economy

Utah business executives are looking to the future with “cautious optimism” — perhaps with emphasis on “cautious.” According to the Salt Lake Chamber’s CEO Outlook 2018 fourth-quarter

2018 survey, the business leaders are waning a bit in their confidence. The fourth-quarter 2018 CEO Outlook Confidence Index decreased from 60.9 in last year’s third quarter to 55.5 for the fourth

quarter.

The CEO Outlook is a statewide economic survey of Utah business executives. Modeled after other national business sentiment surveys, it provides a forward-look-

ing view of the Utah economy. The results of the survey are intended to help business and community leaders make informed decisions about likely future economic conditions. The Confidence Index is based on responses to the four standard questions included in each quarter’s survey. The index can range from zero to 100. A score below 50 indicates executives believe the economy will worsen; a score above 50 indicates a belief among executives that the economy will improve.

“Last quarter, I mentioned the changing global economic indicators. While Utah is not immune from the broader economic trends, it appears this quarter that business leaders remain cautiously optimistic about Utah’s economic trajectory,” said Derek Miller, president and CEO of the Salt Lake Chamber and Downtown Alliance. “There is no question that there is more uncertainty facing business, civic and elected leaders. That is why it is essential that we understand that, as business leaders, we can play an active role in defining our future.”

According to the fourth-quarter survey, 63 percent of executives report similar economic conditions for Utah’s economy as compared to the previous six months, and nearly one-third of executives note improvement, while the trend points to a moderating environment. The study also shows that a majority of executives, 67 percent, anticipate Utah’s strong economy will hold steady in months ahead. Factors that executives believe could have a negative impact on Utah’s economy include the tight labor market, rising housing prices and declining sentiment.

“A majority of executives, 61 percent, in the CEO Outlook are still anticipating moderate or significant profit growth in the year ahead,” said Natalie Gochnour, director of Kem C. Gardner Policy Institute and chief economist at the Salt Lake Chamber. “I agree, but still urge caution. Rising labor, interest, housing, material and transportation costs will ultimately mute growth. Predicting a time of turndown — or even modest growth — is exactly why we collect this data. Utah needs a reliable leading indicator. After all, economists have predicted all of the past three recessions. The challenge will be to make decisions that extend this expansion even longer. If any state can do it, Utah can.”

The full report is available online at <http://slchamber.com/ceoutlook/>.

Rep. Curtis to head Biomedical Research Caucus

Utah’s life sciences industry now has a powerful voice in Washington. The state’s 3rd Congressional District Congressman John Curtis has been appointed co-chair of the Congressional Biomedical Research Caucus. He joins Reps. Jackie Speier, D-California; Steve Stivers, R-Ohio; and Steve Cohen, D-Tennessee, as leaders of the 78-member bipartisan caucus.

“It is an honor to serve as a co-chair to the Congressional Biomedical Research Caucus,”

Curtis said. “University of Utah, Brigham Young University, the Huntsman Cancer Institute and Utah’s booming life sciences industry are critical to the communities I represent because they mean stable jobs and a huge boost to the state’s economy. Both my district and America depend on research and innovation to move us forward and I am proud to come from a state that is at the forefront of biomedical innovation.”

Curtis is a native of Salt Lake City and attended BYU. Utah is

home to a growing and vibrant life sciences industry that includes renowned research universities, premier national healthcare providers and innovative biotech firms.

During his first term in office, Curtis was active in promoting life science research. In April 2018, as Congress was debating legislation to address the opioid epidemic, Curtis introduced a bill supporting increased research by National Institutes of Health on the effects of opioids on pregnant mothers and their unborn children.

Adaptive Health acquires Biovation Labs of SLC

Biovation Labs of Salt Lake City has been acquired by Adaptive Health, a North Carolina nutritional health products company that manufactures many of Biovation Lab’s core products, including Instaflex Advanced Joint Support, Lumiday Mood Enhancement and Nugenix Total-T. Bioventions Labs is a nutritional supplement manufacturing, distribution and fulfillment company.

Biovation Labs also currently handles all of Adaptive Health’s warehousing, distribution and fulfillment. Biovation is responsible for thousands of daily direct-to-consumer shipments, as well as shipments to national retailers like GNC, Walgreens, and CVS.

In a press release, Adaptive Health said it is investing in new state-of-the-art equipment and facility upgrades to increase manufacturing capacity and continue to ensure its products are of the highest quality. These investments will help Adaptive expand Biovation Labs’ ability to produce high-quality nutritional supplements.

“Biovention Labs has a well-earned reputation for its cutting-edge solutions and high-quality production,” said Brandon Adcock, CEO and co-founder of Adaptive Health. “We have been working with Biovention Labs since we launched our first product line in 2009, and this vertical integration improves our overall capa-

bilities while opening the door for many new and exciting opportunities.”

Adaptive Health was named the fastest-growing privately owned company in Charlotte, North Carolina, in 2012 and has since grown from 35 employees to over 250 employees across four locations nationwide. In December 2017, Adaptive Health acquired Healthy Directions, a provider of doctor-formulated nutritional supplements. Its brands include Dr. Sinatra, Dr. Williams, Dr. Whitaker, Sleep Answer and Trilane sold by retailers across North America and internationally and on its innovative direct-to-consumer e-commerce platform.

FINANCING FOR ALL TYPES
OWNER OCCUPIED
NON-OWNER OCCUPIED INVESTMENT PROPERTIES
COMMERCIAL ACQUISITION AND DEVELOPMENT LOANS

COMPETITIVE RATES AND TERMS
FIXED AND VARIABLE LOAN OPTIONS
LONG-TERM FINANCING AVAILABLE
LTV UP TO 75%

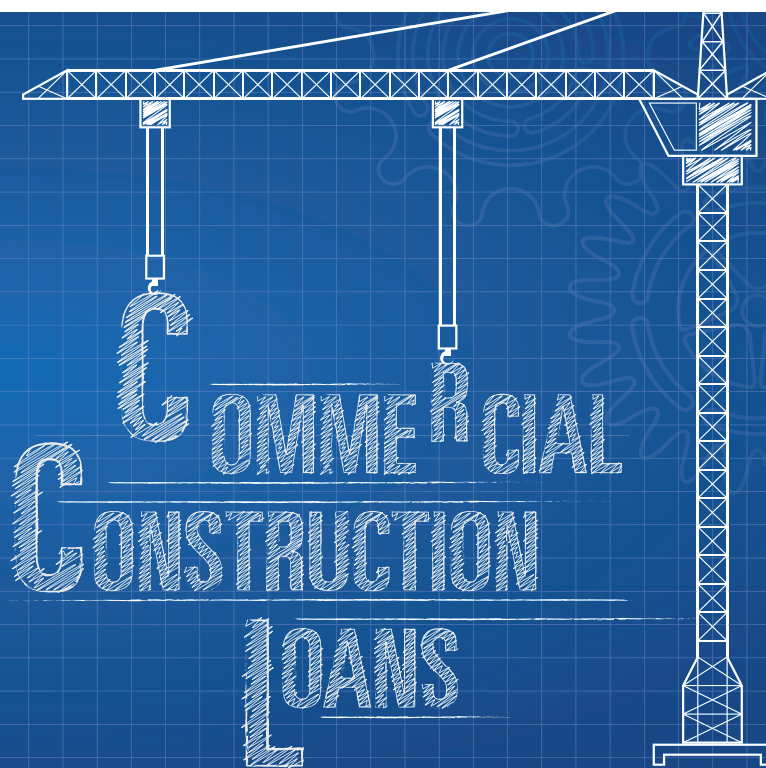
CHRIS HIGBEE
801-463-3596

MIKE DENISON
801-463-3597

STEVE MATHEWS
801-463-3599

CHASE THOMAS
801-481-8814

University
FEDERAL CREDIT UNION



Enterprise
UTAH'S BUSINESS JOURNAL

USPS # 891-300

Published weekly by:

Enterprise Newspaper Group
825 North 300 West Ste. NE220
Salt Lake City, Utah 84103
801-533-0556 FAX 801-533-0684
www.slenterprise.com

PUBLISHER & EDITOR
R. George Gregersen

PRESIDENT
David G. Gregersen
david@slenterprise.com

VP/GENERAL SALES MANAGER
Dale Dimond
dale@slenterprise.com

MANAGING EDITOR
John M. Rogers
john@slenterprise.com

CONTROLLER
Richard Taylor
richard@slenterprise.com

OFFICE MANAGER
Dionne Halverson
dionne@slenterprise.com

CLASSIFIED AND REAL ESTATE
david@slenterprise.com

CIRCULATION
Dionne Halverson
dionne@slenterprise.com

LIST DEVELOPMENT
Lanece Gregersen
lists@slenterprise.com

ADVERTISING INQUIRIES
david@slenterprise.com

TO CONTACT NEWSROOM
john@slenterprise.com

ART SUBMISSIONS
art@slenterprise.com

Subscription Rates:
Online only, \$65 per year
Print only, \$75 per year
Online and Print, \$85 per year

Any opinions expressed by the columnists are not necessarily the opinions or policy of Enterprise, its owners or managers. Reproduction or use of contents without written consent of the publisher is prohibited. All rights reserved.

© 2013 Enterprise Newspaper Group Inc.
Periodical postage paid at Salt Lake City, Utah
POSTMASTER: Send address corrections to:
P.O. Box 11778, Downtown Station
Salt Lake City, Utah 84147

TAXES

from page 1

The issue is no longer focused on collecting sales taxes on on-line purchases but rather a shift from a goods-based economy to a service-based one.

The sales tax structure has a shrinking base and is an out-dated policy, Herbert told the crowd at the event, organized by the Salt Lake Chamber and Kem C. Gardner Policy Institute.

"It's out of date. It's out of balance, and now that base is now starting to shrink," he said. "Back in the '30s when we put in our sales tax program, it was mostly a goods-based economy.

Now we're shifting more and more and more to, in fact, service."

The crux of the issue is that goods are subject to sales taxes while services are not, speakers said. In the 1980s, 70 percent of the economy was subject to sales tax, but it has shrunk to 40 percent now. "So, we've lost about 30 percent of the economy paying its fair share to help us run government," Herbert said.

The governor noted in his budget proposal that some services are subject to sales and use taxes, including hotel accommodations, dry cleaning, car repairs and restaurant services. He suggests broaden-

ing the tax base and creating a lower rate, from the current 4.85 percent to something below 3.9 percent. To keep the system revenue-neutral, wide tax system changes could result in a rate perhaps as low as less than 2 percent, he said.

"So we're going to be working closely with the Legislature to see what we can do to broaden the base and lower the rate and give at least a \$200 million tax cut back to the people of Utah, and it will not only show and reflect the successes that we've had in the past but set us on a trajectory to make sure that we are, in fact, healthy going forward," Herbert told the crowd.

Tax system modernization,

he added, would "ensure our future growth, our future economic success, and maintain our lofty position of being the best place in America to live, to raise families and to do business."

Several speakers used the analogy of a person years ago buying a lawn mower — subject to sales taxes — whereas a person now is likely to hire someone to mow their lawn, which is not subject to those taxes. And that has put a bind on state government, which relies on sales taxes for most of the services it provides except for education, which is funded by income taxes.

"We are changing how we consume, what we consume, and as we do that over time, our tax system hasn't changed to adapt to our changing consumption patterns," said Jonathan Ball, director of the Office of the Legislative Fiscal Analyst.

House Speaker Brad Wilson, R-Kaysville, stressed that the changes being contemplated would not generate increased tax revenue for the state. "We're just have to fix the structural problems we have with the way we pay for the services that I think everyone cares about," he said.

Among the options, he said, are making changes within the sales tax structure or making those changes along with alterations to income taxes.

"First and foremost, we need a tax structure and system that works and is sustainable but also does it in a way where we continue to have a really vibrant economy, where people continue to have employers that want to be here and grow here," Wilson said.

"Now, the solution to the problem, we don't know that we know it," acknowledged Sen-

ate President Stuart Adams, R-Layton. "As we say, we listen to what the chamber says and what the business community says. No one wants to be taxed — none of us do — but we've got to find a solution."

Adams said, however, that lowering the sales tax rate could make the tax issues worse.

"If you look, all the statistics I can see — national statistics — those states that focus on lowering their income tax have a better economy," he said. "It's statistically true that income tax is an economic driver, so if we're going to lower taxes, that's what tax we're looking at."

Herbert stressed that the marketplace is dynamic and that future economic changes will likely be seen in unmanned vehicles, transportation, communications, health and life sciences.

"It's just amazing what the future is going to bring. We literally are kind of in the 'Jetsons' age," he said. "Well, we need to understand our tax policy so that we can have an economy that reflects the opportunities that the marketplace puts out there and our tax policy reflects the changes in the marketplace."

The changes need to be made while Utah's economy is strong, he added, noting that "it wasn't raining when Noah built the ark."

"Why now? Because now is the time," he said. "We don't want to wait until we are in a crisis that we have to make changes."

Whatever changes occur, Peter Reichard, president of the Utah Foundation, hinted that they won't be the last. "Tax reform is a fact of life," he said. "You never get to some magic formula where you just stop and say, 'OK, we have the perfect tax system.'"

JOHN BITNER, MD

Dr. Bitner is the only physician in Utah fellowship-trained in both Facial Plastic Surgery and Hair Restoration Surgery.

UTAH HAIR RESTORATION.com



Individual results may vary.

Hair Restoration for Men and Women
Transplant and Non-transplant Treatments
Hairline Advancement and Reverse Browlift

Call today for your free consultation:

801.525.8727

Accept Credit or Debit Card Payments Wherever, Whenever



IN-STORE SOLUTIONS



ONLINE SOLUTIONS



MOBILE SOLUTIONS

Wherever Your
Business Goes,
We're With You!



bankofutah.com/merchant-services

6 tips to help you find courage to decide to pursue your passion

The early months of a new year often find us considering opportunities for improvement, innovation and growth. It is a time when we are motivated to reset, recharge and/or recommit. We are faced with decisions of choosing how we will allocate our time, talents and resources.

The key word here is “choose.” We *choose* the opportunities that appeal to us. This is fundamental to a free society; we get to decide what we will do, and how we will spend or invest our time, efforts and money.

This gift of choice is both a blessing and a burden. Among all humankind, Americans are endowed with the “inalienable rights” of a free people, as expressed in the Declaration of Independence. We should be ever grateful for this legacy won through the sacrifices of our forefathers, and we should each feel an obligation to build on that legacy.

That obligation presents a burden for many when deciding on what opportunities to pursue. Inherent in that decision is what I call “opportunity risk.” Its symptoms are a sense that we could do so much more, whether in the context of our current endeavors or some entirely new pursuit. This sense is often offset by a fear of changing directions, of doing something aggressive or disruptive to the status quo. While in one moment we are inspired to chase our dreams, in the next we may question our ability or competence to do so. Too often we opt out, rationalizing that the timing is not right, that we’ll do it someday when the situation is more ideal. Sadly, that day often never comes.

There is good news, however. If you are still breathing, the chance to venture forth and take an opportunity risk or two still exists. Here are six tips for making the decision to take that chance:

1. Get in tune with who you are — and what you love to do. Are you doing it? This doesn’t mean that you should immediately quit your day job, but it should provide the seeds of a personalized dream. Ask yourself, “What if I did ...?”

The goal here is to begin to define your passion — that pursuit that will fulfill your life and give you great joy. Author Simon Sinek counsels businesses to start with “why” in defining their cor-

porate vision and purpose. This is good advice for each of us on a personal level as well. What is your “why”?

2. Confront your doubts.

As your “why” emerges, all of the reasons that you can’t — or won’t be able to — achieve that purpose will likely threaten to wash away your dream. When that happens, contrast your doubts with the positive outcomes that will come with achieving your goals.

3. Silence the naysayers.

While your friends and associates may offer some good advice, many will feel compelled to caution that you should stay within your current boundaries. When such skepticism rears its head, you need to recognize that many (if not most) breakthrough ideas, innovations, and inventions faced naysayers. In that regard, such opposition may well be a sign that you are pursuing the right path.

4. Assess your “hazard risks,” but don’t obsess over them. Fear paralyzes. Recognize what you need to know, and what you need to do to eliminate, mitigate or transfer real hazards. And then get moving. Don’t let worries hold you back. Instead, focus on what you need to do right now.

5. Start where you are. You may be discouraged as you consider the resources you don’t have. Too many dreams are not pursued by those who say “if only I had” These words put up emotional barriers to moving forward. Rather than focus on what you lack, focus on what you have — and what you can do right now.

6. Plan, then plunge. Use the first five tips I’ve mentioned as the foundation for an action plan. Once you’ve developed it, get busy. Don’t stress too much over getting results right away; rather focus your attention on doing things the right way to achieve your goals. Steady progress is almost always better than sprinting to exhaustion.

In conclusion, it’s important to remember that often the risks we don’t take are the ones we will most regret. The keys to great achievement are to find courage to take a risk, to do what you love, and commit to the pursuit of your passion.

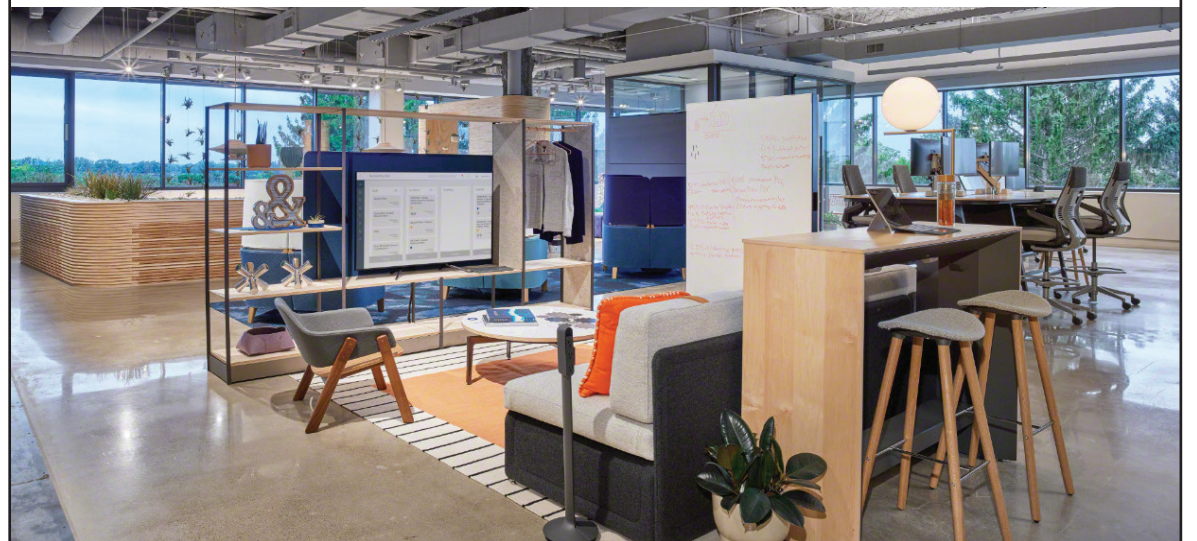
Richard Tyson is the founder, principal owner and president of CEObuilder, which provides forums for consulting and coaching to executives in small businesses.



OFFICE FURNITURE • INTERIOR DESIGN

STOREFRONT & INTERIOR GLASS • FLOOR COVERINGS

ARCHITECTURAL PRODUCTS • DOORS & DOOR HARDWARE



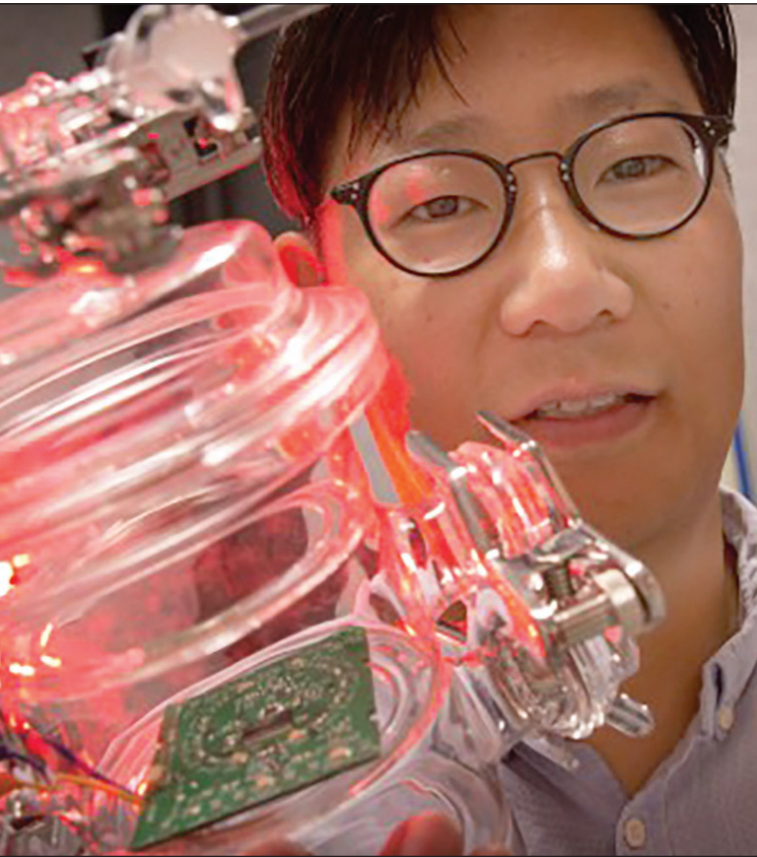
Midwest
COMMERCIAL INTERIORS

D•VISION
SOLUTIONS
—
BOUNTIFUL
GLASS

UofU engineer's project will 'listen' to corn crops when they're having problems

Plants have important things to say and University of Utah electrical and computer engineering associate professor

Hanseup Kim wants to listen to them. Kim leads a team of UofU engineers who have received a



University of Utah electrical and computer engineering associate professor Hanseup Kim holds one of his low-power sensors in a testing gas chamber. The sensor will be used to sniff out when part of a cornfield is getting attacked by insects or invaded by weeds.

\$2.2 million grant from the U.S. Department of Energy to design and build small chemical sensors that can “sniff” out when a plant is being attacked by insects or overwhelmed by weeds. The research is to benefit the production of biomass from corn, which is used to create ethanol for gasoline. “I want to communicate with plants and I want to know what they are feeling or know what they are going through,” Kim said. “I believe that my research team can do this by building a communication loop with these sensors and the corn.” The research is based on a concept that corn stalks emit certain organic compounds when they are broken or damaged. So, when insects like grasshoppers begin to chomp on corn stalks, these compounds are discharged so that predators can sense when insects are nearby, a type of natural defense mechanism for the plant, Kim said. The UofU team will be developing a low-power sensor that detects when these chemicals are present, alerting a farmer that insects must be attacking a section of the cornfield. The sensors,

which will be connected to a network, will also potentially reveal when weeds begin to grow because those pesky plants also emit gases when they germinate. Near the end of the three-year research project, Kim wants to conduct a trial with the sensors on a 200-by-200-meter section of a cornfield at the University of Nebraska-Lincoln, which is collaborating with the University of Utah. Other researchers on the team include UofU electrical and computer engineering professor Carlos Mastrangelo, UofU assistant professor Mingyue Ji, UofU materials science and engineering professor Ling Zang and University of Nebraska-Lincoln agronomy and horticulture assistant professor James Schnable. The chemical sensors will be based on a design that Kim has already been working on — devices that operate on only 100 picowatts (a picowatt is one million millionth of a watt) as a standby power and turn on only when they detect a trace of the chemical. These sensors could operate in a cornfield for an entire season without having to

change a button-sized battery. They were developed for hard-to-reach areas such as in water pipes to look for toxins or in forests to detect fires. While the grant, which is from the Department of Energy’s Advanced Research Projects Agency-Energy, is focused on the production of corn for biomass, Kim said this technology could benefit all forms of farming. This type of high-tech system for agriculture, known as “smart farming,” can help farmers produce the best crops through the use of data analysis, drones, robotics and the Internet of Things. “Farmers can use less pesticides and herbicides, and that means lower costs for them while producing a higher yield of healthier foods,” Kim said. “Currently, a major loss in crops is because of insects and weeds.” In 2017, biomass fuels provided about 5 percent of total primary energy use in the U.S., according to the U.S. Energy Information Administration. Of that, about 47 percent was from biofuels (mainly ethanol from corn). Most car gasoline sold in the U.S. contains about 10 percent ethanol.



PAY ATTENTION OR PAY CASH

Instead of spending cash, why not use excess inventory or time to barter for products or services

Gain additional new business

We'll buy your inventories and services TODAY!

A great way to fill slow business cycles

Increase your buying power

Over 850 local businesses to trade with

AND NO MEMBERSHIP FEE!

ABE

AMERICAS BARTER EXCHANGE
(801) 802-0822 • Jana@AmericasBarter.com
www.AmericasBarterExchange.com

20 Years Experience in Utah

Introduce your savings to a better rate.

Access our best and most competitive rates with a Key Business Gold Money Market Savings® Account.

2.00% APY

Key Business Gold Money Market Savings® Account

For balances of \$25,000-\$1,999,999.99

You'll have direct access to your funds through check, mobile, online, branch, and ATM, and can transfer as needed into a Key Business Checking Account.

Visit your local KeyBank branch to open an account.

KeyBank 
Use the red key.®

Offer available ONLY in the Utah Market. To avoid a monthly Maintenance Service Charge of \$18 you must maintain a \$25,000 minimum daily balance in a Key Business Gold Money Market Savings Account AND you must have or open a Key Business Reward Checking® Account. The Annual Percentage Yield (APY) is in effect on the day the Account was opened provided balance and checking account requirements are met or an inquiry was made as specified above. The applicable Interest Rate applies to the entire balance in the Account. Rates are guaranteed only to the extent specified in this disclosure and in the Business Savings Account Fees and Disclosures. The APY is accurate as of 1/18/19 and is subject to change without notice. Fees may reduce the earnings on this account. Offer is available only to businesses, and only one new account per business at this rate. If you currently have a Key Business Gold Money Market Savings Account, you would have to open another Key Business Gold Money Market Savings Account and meet the requirements to be eligible for the Interest Rate. ©2019 KeyCorp. KeyBank is Member FDIC. 526180-2019

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

• **EnerBank USA**, a Salt Lake City-based consumer lender helping business partners and independent home improvement contracts increase sales, has promoted **Rob Palmer** to executive vice president and bank operations manager, with overall responsibility for operations and information technology. He will continue to



Rob Palmer

serve as chairman of the company's IT committee. Palmer previously was senior vice president of IT and IT manager. He joined EnerBank in 2012. Prior to that, he worked in various IT management roles, including stints at Volvo Financial Services, Verisk Health and custom software solution providers.

DIRECT SALES

• **Young Living Essential Oils**, Lehi, has promoted **Michael Green** to chief information officer. Green has more than 17 years of experience with startups, direct sales and global consumer product companies. He joined Young Living in 2017 as senior vice president of information technology. Prior to that, he was chief information officer at Plexus Worldwide.



Michael Green

DIVIDENDS

• The board of directors of **People's Utah Bancorp**, American Fork, has declared a quarterly dividend payment of 11 cents per common share. The dividend is payable Feb. 11 to shareholders of record Feb. 4. People's Utah Bancorp is the holding company for People's Intermountain Bank, which has 26 locations in three banking divisions, Bank of American Fork, Lewiston State Bank and People's Town & Country Bank; a leasing division, GrowthFunding Equipment Finance; and a mortgage division, People's Intermountain Bank Mortgage.

ECONOMIC DEVELOPMENT

• The **Economic Development Corporation of Utah** has announced that **Alan Rindlisbacher** will join the organization to lead its Community Strategy Initiative. EDCUtah invested two years ago to create the Department of Community Strategy to assist communities across the state by offering more access to economic information, a clear understanding of how a community fits into the state-wide economic development strategy, and better preparation to build community wealth through economic development. Rindlisbacher has spent the past 22 years in the private sector as Layton Construction's director of corporate communications. He began his career in economic development 34 years ago with the Salt Lake Chamber and was at EDCUtah when it began in 1987.



Alan Rindlisbacher

EDUCATION/TRAINING

• **Sandler Training of Utah**, a sales and management training company, has hired **David Pettit** as director of leadership programs. Pettit has started three companies — a third-party logistics company, a small-parcel consolidation company and an export trading company — that were successfully sold. Over the past several years, he has



David Pettit

served as a Vistage chair and a certified implementer of the EOS Entrepreneurial Business System. Pettit earned a degree in finance from the University of Utah and an MBA from Brigham Young University.

• Registration has opened for **SheTech Explorer Day 2019**, a **Women Tech Council (WTC)** program that inspires, activates and engages high school girls to pursue careers in science, technology, engineering and math (STEM) through hands-on experience and mentoring. This year's event April 9 at the Mountain America Expo Center in Sandy will include 3,000 girls from across Utah, making it the largest event in the program's six-year history. Together with hundreds of industry mentors, they will explore STEM fields through activities like coding; virtual reality; 3D printing and modeling; and several new industry-specific activities, including sports tech, fashion tech, design tech and music tech. Attendance is free. Registration is open for all high school girls grades 9-12 at www.shetechexplorer.com.

A SUCCESSFUL LIFE MUST INCLUDE
passion for your work.



We help people do work they
are passionate about with
companies they love.

NEWMAN GROUP
SANFORD ROSE ASSOCIATES®
EXECUTIVE SEARCH

CONTACT PEG NEWMAN:
peg@sanfordrose.com | 801.716.5926

WWW.SANFORDROSE.COM/NEWMANGROUP

INVESTMENTS

• **Kuali Inc.**, a Lehi-based higher education-focused cloud technology company, has secured \$12 million in Series A-1 funding from **Mercato Partners**, based in Salt Lake City, and **Owl Ventures**, based in San Francisco. Kuali began in 2005 as a nonprofit, open-source community initiative for developing higher education administrative systems. In 2014, the Kuali company was created to accelerate software development, improve the user experience, and bring Kuali products

to the cloud, while continuing to support open source and expand the user community. Over the past four years, Kuali has grown to almost 100 employees and 184 customers.

• **Filevine**, a Provo-based cloud-based legal case management software company, has announced \$8.3 million in Series A funding, led by **Signal Peak Ventures**, Salt Lake City, and joined by existing investors **Peak Ventures** and **Dealersocket** founder **Jonathan Ord**. The funding will be used to accelerate product development, and sales and marketing efforts. The round comes as the company, launched in 2015, reaches a milestone of a customer base of 1,000 law firms.

LAW

• **Shawn C. Ferrin** and **Richard J. Angell** are new members of the board of directors at **Parsons Behle & Latimer**, Salt Lake City. Both are vice presidents at the firm. Also elected are returning members **Hal J. Pos**, president and chief executive officer; **Kristine E. Johnson**, vice president and secretary; and **Bruce H. White**, vice president and treasurer. Ferrin is the former head of Parsons' real estate



Shawn Ferrin



Richard Angell

group. He focuses his practice on real property transactions, with an emphasis on office lease, retail, resort and community development; land use planning and entitlement; and economic and development incentives. Angell is currently the head of Parsons' environmental, energy and natural resources practice group. His practice focuses on a broad range of environmental compliance, transactional and litigation issues, including hazardous materials and wastes, risk management, accident prevention and regulatory compliance, as well as emergency response and long-term remediation. The firm also announced that **Raymond J. Etcheverry** has chosen to



Raymond Etcheverry

step down as chairman of the firm's board after serving for 25 years in that capacity.

• **Holland & Hart** has hired **Steve Clayton** for its Salt Lake City office. He has 12 years of experience as in-house counsel helping a nascent real estate company grow into a private real estate investment trust. He services real estate owners,



Steve Clayton

developers and managers with a variety of matters from offer through diligence and acquisition, from leasing to ongoing management support. He also is an adjunct associate professor at the University of Utah's S.J. Quinney College of Law, teaching contract drafting and co-teaching an intellectual property and business law survey course.

MILESTONES

• **Instasize**, a Salt Lake City-based company that provides a toolkit for social media content creators, announced it reached 12 million monthly users and 500 paid subscribers in 2018. The company also reached \$14 million in revenue. The app was downloaded 50 million times in the Google Play store and ranks in the top 40 photo/video Apps in the Apple Store. The basic Instasize app is free, while the premium subscription is \$4.99 per month and provides access to an entire collection of filters, beauty retouching tools and professional fonts.

PHILANTHROPY

• Prior to the end of the partial federal government shutdown, **AlSCO Inc.**, a Salt Lake City-based linen and uniform rental company, donated \$100,000 to underwrite expanded visitor and custodial services at Zion, Bryce Canyon and Arches national parks, in order to keep them open through at least Presidents' Day weekend. AlSCO was the first private-sector partner to underwrite the parks in Utah. Because the federal government shutdown ended before the money was used, AlSCO will work with natural history foundations — the Zion Forever Project, Canyonlands Natural History Association and the Bryce Canyon Nature History Association — to apply

see BRIEFS next page

CENTURY
EQUIPMENT COMPANY

Everything for the
Contractors

We rent the best

4343 Century Drive
Salt Lake City, UT 84123

801-262-5761

www.centuryeq.com

CASE
CONSTRUCTION

Industry Briefs

from previous page

the remaining funds toward high-priority park programs.

REAL ESTATE

• **Colliers International**, Salt Lake City, has hired **Annastasia Kaessner** for the firm's downtown Salt Lake City office. She previously worked at Cushman & Wakefield, where she was a member of the firm's lead- ing office brokerage team.



Annastasia Kaessner

RECOGNITIONS

• **Cox Automotive** has presented its annual **Barbara Cox Woman of the Year Award** to **Gail Miller**, owner and chairman of Larry H. Miller Group



Gail Miller

of Companies. The award is presented to women who demonstrate business leadership and community advocacy, as well as a commitment to advancing the automotive industry. Gail Miller and her late husband, Larry, started their business with a single Toyota dealership in 1979. The Larry H. Miller Group of Companies has grown to include more than 60 car dealerships throughout the West; the Utah Jazz; the Salt Lake City Stars; the Salt Lake Bees; theater complexes; and a variety of other automotive, financial and real estate companies. Gail Miller also is involved in many business, civic and educational activities.

• **Peter Makowski**, business recruitment and retention manager for Salt Lake City's Department of Economic Development, has been selected as a winner in the economic development



Peter Makowski

profession's "40 Under 40" awards, the only award of its kind recognizing young talent in the economic development industry. An independent, five-member selection committee chose the winners from a pool of more than 170 qualified can-

didates based on their exceptional accomplishments and contributions to the economic development industry. The award's program was managed by **Development Counsellors International (DCI)**, a New York-based firm that specializes in economic development marketing, and **Jorgenson Consulting**, a national executive search firm serving organizations in economic and community development industries. The announcement came during the International Economic Development Council Leadership Summit in Florida. Salt Lake City says that through community partnerships, engaging city staff, and taking a proactive approach to economic development, Makowski's work has resulted in attracting over 8,500 jobs, over 4 million square feet of new construction, and over \$800 million in capital investment.

• **John Kendall Garff**, dealer principal at Ken Garff Honda Downtown in Salt Lake City, was one of four regional finalists for the **2019 Time Dealer**



John K. Garff

of the Year award. He is one of 51 dealer nominees nationwide who were recognized at the 102nd annual National Automobile Dealers Association (NADA) Show in San Francisco. Ally Financial Inc. donated \$1,000 to the charity of choice for each of the 51 dealer nominees and will provide \$10,000 to the nonprofit selected by the Dealer of the Year winner. The four finalists will each receive

BEST KEPT SECRET IN UTAH.

Wire rope is where we started.

One of the largest shops in the Intermountain West. Slings made to your specifications. Our staff has over 60 years of experience.



3333 West 2100 South
Salt Lake City, Utah 84119
(801) 972-5588

www.rasmussenequipment.com

a \$5,000 grant for the nonprofit organizations of their choice. Garff was chosen to represent the New Car Dealers of Utah in the national competition and was nominated from more than 16,000 dealers nationwide.

• The **Park City Council** has approved the official renaming of Guardsman Connection Road to **Wheaton Way** in honor of Deer Valley Resort's former president and CEO, **Bob Wheaton**. The renaming was recommended by



Bob Wheaton

the Park City Area Lodging Association. Wheaton was appointed Deer Valley's general manager in 1988, vice president of operations in 1989 and president in 1997. In 2015, Wheaton led the negotiations and purchase of Solitude Mountain Resort by Deer Valley Resort Co., acting as its president until October of 2017 when Deer Valley was acquired by Alterra Mountain Co. Alterra then purchased Solitude Mountain Resort in July 2018. Wheaton retired from his role as Deer Valley's president and COO and transitioned into an advisory role at Alterra Mountain Co. in January of this year.

RESTAURANTS

• **SLC Eatery** has opened at

1017 S. Main St., Salt Lake City. It offers modern American food through dim sum service — a style of food service in which guests can select food from small plates on carts pushed throughout the restaurant. The owner is **Paul Chamberlain**, and the chef is **Logen Crew**.

TECHNOLOGY/LIFE SCIENCES

• **Listen Technologies**, a Bluffdale-based provider of assistive listening systems, has promoted **Doug Taylor** to the newly created position of chief product officer. Taylor has been



Doug Taylor

executive vice president of product management and business development the past two years. In this new position, he will continue to lead product management and product marketing and will add responsibility for establishing the product vision and strategy, and partnering with engineering, marketing, sales and company leadership. Taylor has more than 22 years of global sales and product management experience. Prior to joining Listen Technologies, he held senior positions in sales, marketing and product management at GE Healthcare and Eaton.

• **Central Logic**, a Salt Lake City-based transfer center software company, has hired **Michelle McCleery** as vice president of business development and **Barry Dennis** as vice president of sales. McCleery will



Michelle McCleery



Barry Dennis

lead Central Logic's business development efforts as the company extends its products and SaaS platform with partnerships and strategic alliances. She was most recently the vice president of strategy and chief clinical officer for PerfectServe. McCleery

holds a doctorate degree in human factors, an MBA, and is a registered nurse. She has worked more than 15 years in the health-care industry. Dennis has been a long-time innovator in the transfer center industry. He holds an MBA and bachelor's degree in organizational leadership and is also an RN. He was most recently the chief operating officer for Conduit Health, the transfer center outsourcing business for Mercy Health in Ohio. He also founded Navilife, which was later sold to PHI.

Every day is a great day . . .

MMMM...
Mondays!

TASTY
Tuesdays!

WOW
Wednesdays!

TWISTY
Thursdays!

FRITTER
Fridays!

SPRINKLES
Saturdays!



Donuts Brownies Fritters
Turnovers Muffins

Family Owned & Operated

2278 So. Redwood Road

801-975-6381

M-F 5:00 am – 2:30 pm & Sat. 7:00 am – noon

with Darla's Donuts!

CBRE MarketView: Industrial, retail and office real estate lead strong 2018

The Salt Lake City office of commercial real estate firm CBRE has released its Market View report for the fourth quarter of 2018. The report highlights local market activity in the areas of industrial properties, retail leasing and office leasing.

The study's findings include:

- Finishing the year with 4.7 million square feet (SF) of new industrial deliveries, 2018 was a top year for industrial development and was the second straight year the market achieved record-breaking numbers. This elevated development was concentrated in the Northwest Quadrant and whether speculative, build-to-suit or owner/user, included some of the largest facilities ever completed in Salt Lake. Even with such sustained, el-

evated development activity, overall user demand is keeping up with the market and will continue to balance overall fundamentals as development continues at a breakneck pace, the report said.

"Demand from large industrial occupiers continued to surge in 2018, propelling annual lease activity to an impressive 5.3 million square feet," said Jeff Richards, senior vice president at CBRE Salt Lake City. "With so many users in the market — notably large, market-moving users — and the robust development taking place, particularly in the Northwest Quadrant, the outlook for 2019 is for elevated activity levels to continue in the industrial segment."

- Retail occupiers signed 1.25 million SF of new leases in Salt Lake during 2018, smash-

ing 2017's record by more than 30 percent and setting a post-recession high. The majority of this elevated user activity is due to re-tenanting of vacant big-box retail sites, where most space is being repurposed to mirror modern consumer priorities for destinations that provide experience, value and lifestyle options, according to the Market View report.

"Not that long ago there were a plethora of headlines predicting the demise of the retail segment as a good deal of big-box users reduced their overall footprints, but 2018's activity has painted a clear picture of the evolution currently taking place," said J.R. Moore, CBRE first vice president. "In just a few short years, the retail industry has completely reinvented itself. As most large closures have already occurred,

the downside risk as we enter 2019 is relatively low for Salt Lake and things are expected to continue stabilizing, with vacancy most likely decreasing and conversions and redevelopments continuing to rise."

- The Salt Lake metro's office space net absorption (measuring the change in occupied square feet) reached a post-recession high of 1.2 million square feet in 2018, with 91.3 percent coming from the suburbs. This leasing activity, combined with a temporary lull in delivered construction, has kept overall vacancy low, which is creating a challenge for users who are searching for large blocks of space. In the fourth quarter, there were only three existing Class A properties downtown that could accommodate at least 40,000 SF of contiguous space. Howev-

er, this tightening in the office market is being alleviated by recent market innovations that have helped provide more options for users, said the report's authors.

"The office market is experiencing its own evolution as co-working, creative space and agility have become more prevalent themes. At the end of 2018, approximately 241,000 square feet of flexible space was either operating downtown or was set to open in 2019," said Eric Smith, CBRE senior vice president. "Roughly 67 percent of the co-working space downtown was signed within the past year alone and has assisted users of all sizes to become more agile as they look to expand, contract or relocate their workforce in a timely and effective manner to meet their business needs."

Military Grade Cybersecurity for the Small Business Budget



TOTEM

TOTEM™ is the one-stop-shop tool for assessing your organization's security posture. With Totem, you'll be equipped with best practices and empowered with strategies to keep your data safe—all at a price tailored for small business.

HaightBey.com
or call (888) 379-0509

HBA HAIGHT BEY
ENGINEERING & SECURITY SOLUTIONS

Calendar

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

Feb. 5, 8:30-11 a.m.

"Pay the IRS Less Without Going to Jail," a Salt Lake Community College Miller Business Resource Center event. Presenter is Merrill Taylor, a partner with Clark Rasmussen Taylor CPAs. Location is SLCC's Miller Campus, Miller Corporate Partnership Center, Room 333, 9690 S. 300 W., Sandy. Cost is \$20. Details are at <https://www.regonline.com/registration/Checkin.aspx?EventID=2548066>.

Feb. 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.

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

Central Bank Economic Summit Forecast 2019. Presenter is Natalie Gochnour, an associate dean in the David Eccles School of Business at the University of Utah and director of the Kem C. Gardner Policy Institute at the UofU, as well as chief economist for the Salt Lake Chamber. Location is Provo Marriott Hotel & Conference, Grand Ballroom, 101 W. 100 N., Provo. Free. Registration can be completed at Eventbrite.com.

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

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

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

"The Importance of Commercial Business Insurance," a Women's Business Center of Utah event. Speaker Julio Mendozé, owner of Julio Mendozé Insurance Agency/American Family Insurance, will discuss the importance of owning a commercial business policy and what protection commercial business insurance offers. Location is the Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$15. Details are at slchamber.com.

Feb. 6, 3:30-5:30 p.m.

ChamberWest Business Connections, a ChamberWest event featuring relationship-building, business connections, opportunities to present your business, and two 10-minute presentations. Free for ChamberWest members, \$5 for nonmembers. Details are available at (801) 977-8755 or chamber@chamberwest.com.

Feb. 7, 7-8 a.m.

"Breakfast with Our Utah County Legislators," a Utah Valley Chamber event. Location is the Utah State Capitol, Room 250, 350 State St., Salt Lake City. Free (registration is appreciated). Details are at thechamber.org.

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

UTC Legislative Breakfast, a Utah Technology Council event. Location is Utah State Capitol, Senate Building, Copper Room, 350 S. State St., Salt Lake City. Free. Registration can be completed at utahtech.eventbrite.com.

Feb. 7, 8-10 a.m.

Finance Academy, a Sandy Area Chamber of Commerce event in partnership with Advanced CFO. The three-week course will cover finance for non-finance managers, budgeting/forecasting, capital strategy, finance strategy and P&Ls. Feb. 7 is "What are Financial Statements and How Do I Read Them?" Feb. 14 is "What is Financial Analysis and Why Should I Care?" Feb. 21 is "What I Need to Know about Budgeting But Was Afraid to Ask." Location is Salt Lake Community College's Miller Campus, Miller Free Enterprise Center, Room 223, 9750 S. 300 W., Sandy. Cost is \$75 for members, \$150 for nonmembers. Registration can be completed at Eventbrite.com.

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

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

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

Strictly Networking Luncheon, a West Jordan Chamber of Commerce event. Location is La Puente, 9155 S. Redwood Road, West Jordan. Free (pay if ordering from the menu). Details are at westjordanchamber.com.

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

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is Dan Purish of

Salt Lake Community College. Location is Mimi's Café, 5223 S. State St., Murray. Details are at murraychamber.org.

Feb. 7, 5-7 p.m.

2019 Utah Legislative Reception, a Murray Area Chamber of Commerce event. Location is Utah State Capitol, 350 State St., Salt Lake City. Free. RSVPs can be made through the Salt Lake Chamber.

Feb. 7, 6-10 p.m.

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

Feb. 7, 6-7:30 p.m.

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

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

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker is Craig Burnett, chief of the Murray City Police Department. Location is Anna's Restaurant, 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to the public. Details are at murraychamber.org.

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

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

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

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

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

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

Feb. 8, 11:30 a.m.

Second Friday Casual Lunch, a ChamberWest event. Location is Sweeto Burrito, 1732 W. 5400 S., Taylorsville. The only cost is the purchase of lunch. Details are at chamberwest.com or (801) 977-8755.

Feb. 8, 6-9 p.m.

"Painting for the Pantries," a West Jordan Chamber of Commerce Women in Business event that features dining, painting and prize drawings to raise funds for the Jordan Education Foundation's Principal's Pantries in the Jordan School District. Location is Jordan Hills Elementary School, 8892 S. 4800 W., West Jordan. Cost is \$40 for dinner and painting for one person, \$60 for two people, \$20 for dinner only. Details are at westjordanchamber.com.

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

"Bagels and Bills," a Utah Valley Chamber event. Location is Nebo School District Offices, 350 S. Main St., Spanish Fork. Free. Details are at thechamber.org.

Feb. 9, 8-9 a.m.

"Pancakes and Politics 2019," a Utah Valley Chamber event. Location is American Fork Hospital, 170 N. 1100 E., American Fork. Free. Details are at thechamber.org.

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

Legislative Roundup, a West Jordan Chamber of Commerce event taking place every Saturday during the legislative session. Location Feb. 9 and March 2 is Jordan Valley Medical Center on 90th S. Bangarter Highway, West Jordan. Location Feb. 16 and March 9 is Jordan Valley Medical Center, 3460 S. Pioneer Parkway, West Valley City. Feb. 23 location is Riverton Hospital, 3741 W. 12600 S., Riverton. Details are at westjordanchamber.com.

Feb. 12, 7:15-9 a.m.

Breakfast Meeting, an ACG Utah (Association for Corporate Growth) event. Speaker is Hanko Keissner, CEO of Packsize International LLC. Location to be announced. Details are available by contacting Linda Blake at linda@acgutah.org or (801) 359-8613.

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

Lead Worker Training, an Employers Council event focusing on the changing relationships for leads and group or team leaders, the expectations and limitations of the position, and the communication demands from employees

and management. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$225. Details are at employerscouncil.org.

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

"The Digital Marketing Hacks Series: Instagram for Beginners," a Salt Lake Community College Miller Business Resource Center event. Presenter is Emily Ashby, who has built CameraCoats.com using social media and helped launch the digital marketing program at LDS Business College. Location is SLCC's Miller Campus, Miller Corporate Partnership Center, Room 333, 9690 S. 300 W., Sandy. Cost is \$20. Details are at <https://www.regonline.com/registration/Checkin.aspx?EventID=2548072>.

Feb. 12, 10-11:30 a.m.

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

Feb. 13, 8 a.m.-5 p.m.

"Lean Six Sigma: Green Belt," a Salt Lake Community College course. Participants will learn Lean Six Sigma methodologies to enhance both waste reduction and process improvement skills. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$1,250 (\$750 per person from qualified companies). Details are at <http://www.slcc.edu/workforce/images/wf-flyer-lssgreen-draft-81518.pdf>.

Feb. 13, 8 a.m.-4 p.m.

"Managing Conflict," part of Salt Lake Community College Workforce Training and Continuing Education's Frontline Leader Workshops series. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$250 per course. Other series installment is "Project Management 101," March 13, 8 a.m.-5 p.m. Details are at (801) 957-5270.

Feb. 13, 8:30-10 a.m.

"Recruiting, Retaining and Engaging Your Best Employees," part of the four-part HR Executive Series presented by ChamberWest and the Employers Council. Location is Jordan Valley Medical Center, West Valley Campus, 3460 S. Pioneer Parkway, West Valley City. Cost is \$200 for the full series for ChamberWest members, \$65 for individual sessions for members. RSVP deadline for the

see **CALENDAR** page 12

CALENDAR

from page 11

full series and first session is Feb. 6. Other sessions take place May 8, Aug. 14 and Nov. 13. Details are at chamberwest.com or (801) 977-8755.

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

“Let’s Do Lunch,” a Sandy Area Chamber of Commerce event. Location is Schmidt’s Pastry Cottage, 1133 South Jordan Parkway, South Jordan. Cost is \$20 for members, \$25 for nonmembers. Details are at sandychamber.com.

Feb. 13, 11 a.m.-noon

Business Mentoring, a South Salt Lake Chamber event. Location is the chamber office, 220 E. Morris Ave., Suite 150, South Salt Lake. Details are at sslchamber.com.

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

LinkedIn Luncheon, a Utah Valley Chamber event. Activities include networking, followed by Kate Bowcut, Utah Valley Chamber business development executive, providing tips on how to improve a LinkedIn profile. Location to be announced. Details are at thechamber.org.

Feb. 13, noon

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

Feb. 13, 12:30-1:30 p.m.

“Education & Workforce Forum: 2019 Education Preview,” a Salt Lake Chamber event. Speaker is Rep. Lowry Snow. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$20. Details are at slchamber.com.

Feb. 13, 5-7 p.m.

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

Feb. 13, 5:30-7 p.m.

Women in Business Gathering, a Murray Area Chamber of Commerce event. Speaker Annette Pieper will discuss “Goal Setting for 2019.” Location is The Cascades at Riverwalk, 1012 Jordan River Blvd., Midvale. Cost is \$20 pre-paid, \$30 after Feb. 11. Registration can be completed at Eventbrite.com.

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

“Sweet Success: Growing Into Small Business,” a Women’s Business Center of Utah event featuring a panel discussion. Panelists are Sofia Opmanis, founder of Moss & Fawn; Sarah Black, designer and founder of Made; Alyssa Dairsow, founder of Curly Me; and Molly Kohrman, founder of Brownies, Brownies, Brownies. Location is the Women’s Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$35. Details are at slchamber.com.

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

ChamberWest Luncheon, a ChamberWest event. Speaker Spencer Ferguson, CEO of Wasatch I.T., will discuss “Cybersecurity for Non-Technical Business Leaders.” Location is Utah State University’s Salt Lake Center, 920 W. LeVoy Drive, Taylorsville. Cost is \$20 for ChamberWest members with RSVP. Details are at chamberwest.com or (801) 977-8755.

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

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker to be determined. Location is Mimi’s Café, 5223 S. State St., Murray. Cost is \$20 for members, \$30 for guests. Details are at murraychamber.org.

Feb. 14, 6-8 p.m.

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

Feb. 15, 7:30-8:30 a.m.

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker is Savannah Angle, Miss Murray. Location is Anna’s Restaurant 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to the public. Details are at murraychamber.org.

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

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

Feb. 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.

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

“Innovation Series: How Tech Can Improve Your Life,” a Utah Technology Council event. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Free. Registration can be completed at Eventbrite.com.

Feb. 18, 11:30 a.m.-1 p.m.

Free Business Coaching, a West Jordan Chamber of Commerce event. Greg Casset of the Zions Bank Resource Center will be available for consultation in 30-minute appointments. Location is West Jordan Chamber office, 8000 S. Redwood Road, West Jordan. Details are at westjordanchamber.com.

Feb. 19-21

2019 Utah Safety Conference & Expo, presented by the Utah Safety Council and featuring keynote presentations, 40 breakout sessions, networking luncheons and an expo highlighting the latest in safety products and services. A half-day pre-conference about “Opioids in the Workplace” is scheduled for Feb. 19, noon-5 p.m. Location is Mountain America Expo Center, 9575 S. State St., Sandy. Cost of opioid pre-conference is \$100. Conference cost is \$250 for members, \$350 for nonmembers. Details are at <http://www.utah-safetycouncil.org/content/2019-Utah-Safety-Conference-Expo.aspx>.

Feb. 19, 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.

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

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

Feb. 20, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is 193 W. 2100 S., Murray. Free. Details are at murraychamber.org.

Feb. 20, 9 a.m.-noon

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

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

2019 NUBIZ Economic Forecast. Speakers include Natalie Gochmour, director of the Kem C. Gardner Policy Institute at the University of Utah; Gordie Russell, regional senior vice president at Northrup Grumman; and Brandon Fugal, chairman of Colliers International — Utah. Location is Hub 801 Events, 3525 Riverdale Road, Ogden. Cost is \$49. Details are at ogdenweberchamber.com.

Feb. 20, 3:30-5:30 p.m.

ChamberWest Business Connections, a ChamberWest event featuring relationship-building, business connections, opportunities to present your business, and two 10-minute presentations. Free for ChamberWest members, \$5 for nonmembers. Details are available at (801) 977-8755 or chamber@chamberwest.com.

Feb. 20, 5:45-6:45 p.m.

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

Feb. 20, 6-9 p.m.

Annual Tech Tour, a Utah Technology Council (UTC) event. Location is the UTC, 13693 S. 200 W., Draper. Registration can be completed at utahtech.eventbrite.com.

Feb. 21, 8 a.m.-5 p.m.

Employer Tax Workshop, a Small Business Development Center (SBDC) event. Speakers include a CPA tax expert and representatives from the Utah State Tax Commission, Utah Department of Workforce Services, Utah Labor Commission, U.S. Department of Labor and Workers Compensation Fund of Utah. Location is SLCC’s Miller Campus, Miller Corporate Partnership Center, Room 333, 9690 S. 300 W., Sandy. Details are at <https://www.regonline.com/registration/Checkin.aspx?EventID=2548584>.

Feb. 21, 8:30-10 a.m.

“HR Amplified: MOKRs,” a Utah Technology Council (UTC) event. Speaker is Robert C. Bell, co-founder and president of Sustainable Startups and E4ALL and co-founder and partner at Investable. Location is the UTC, 13693 S. 200 W., Suite 120,

Draper. Registration can be completed at Eventbrite.com.

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

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

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

2019 Athena Awards Luncheon, a Davis Chamber of Commerce event. Athena Award recipient is Ginger Chinn, managing director for urban and rural business services at the Governor’s Office of Economic Development. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$20. Details are at davischamberofcommerce.com.

Feb. 22, 7:30-11 a.m.

“Unconscious Bias Workshop: From Awareness to Action,” a Utah Women & Leadership Project (Utah Valley University) event. Event is designed for employees, HR professionals, and organizational managers and leaders. Speaker is Susan R. Madsen, the Orin R. Woodbury professor of leadership and ethics at Utah Valley University. Location is Thanksgiving Point, Great Room, 3003 N. Thanksgiving Way, Lehi. Cost is \$75. Registration can be completed at Eventbrite.com.

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

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker Ninzel Rasmuson will discuss “Honor365, Ten4 Responding.” Location is Anna’s Restaurant 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to the public. Details are at murraychamber.org.

Feb. 22, 8-10 a.m.

“Medical Cannabis in Utah: How It Impacts Employers,” an Employers Council event. Location is Employers Council 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

Feb. 22, noon-1 p.m.

Women in Business Brown Bag Lunch, a West Jordan Chamber of Commerce event. Location is West Jordan Chamber office, 8000 S. Redwood Road, West Jordan. Details are at westjordanchamber.com.

see CALENDAR next page

CALENDAR*from previous page***Feb. 23, 7:15-9 a.m.**

Eggs and Issues 2019, a Utah Valley Chamber event featuring legislators discussing issues affecting business in Utah County. Location is Utah Valley Hospital, Sorenson Tower, Ashton Auditorium, 1134 N. 500 W., Provo. Free. Details are at the-chamber.org.

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

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

Feb. 23, 9:30 a.m.-4:30 p.m.

Spice Kitchen Incubator: Food Entrepreneur Roundtable 2019, an opportunity to meet with and learn from food industry experts on topics related to business startup and scale-up. Location is the Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$10 in advance, \$12 at the door. Details are at slchamber.com.

Feb. 26, 8 a.m.-noon

"Family and Medical Leave Act Essentials," an Employers

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

Feb. 26, 10-11 a.m.

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

Feb. 26, 11:15 a.m.-1 p.m.

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

Feb. 28-March 2

2019 Entrepreneur & Investor Summit, produced by BioUtah and the Center for Technology & Venture Commercialization at the University of Utah. Event includes keynote speeches from entrepreneurs and industry executives, pitches from emerging bioscience startups, and investor presentations. Luncheon keynote

presenter is Ryan Watts, founder and CEO of Denali Therapeutics. Feb. 28 features a VIP dinner (by invitation only) at the Cleone Peterson Eccles Alumni House, University of Utah, 155 Central Campus Drive, Salt Lake City. March 1 features the summit at the same location (agenda to be announced). March 2 is a ski day. Details to be announced.

Feb. 28, 8:30-10 a.m.

CFO Alliance, a Utah Technology Council (UTC) event, with the theme "Macro-Economic Trends in M&A." Presenters are Dan Shea, BDO Capital managing director; Nate Collins, BDO M&A tax partner; and Charles Irvin, BDO managing director of transaction advisory services. Location is the UTC, 13693 S. 200 W., Draper. Free for UTC members. Registration can be completed at Eventbrite.com.

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

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker Thal Dixon of Dixon Security will discuss security issues and resolutions to protect your property and home. Location is Mimi's Café, 5223 S. State St., Murray. Cost is \$20 for members, \$30 for guests. Details are at murraychamber.org.

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

Peak Awards Luncheon, a Sandy Area Chamber of Commerce event. Location is Salt Lake Community College's Karen G. Miller Conference Center, 9750 S. 300 W., Sandy. Details are at sandychamber.com.

Feb. 28, noon-1:30 p.m.

ULI Utah Lunch Program, a ULI (Urban Land Institute) Utah event. Billy Grayson, executive director of ULI's Center for Sustainability and Economic Performance, will share the findings of a ULI case study titled "The Business Case for Healthy Buildings." Speakers Matt Macko, founder of Stok, and Morgan Abbet, a sustainability consultant and engineering professional with HDR, will discuss some of their projects and the positive financial returns they have seen by incorporating healthy features in their buildings. A tour of the Adobe Campus will take place following the presentations. Location is Adobe Campus, 3900 Adobe Way, Lehi. Cost is \$35 for ULI members, \$50 for nonmembers. Details are at https://utah.uli.org/events/.

Feb. 28, 5-8:30 p.m.

Annual Awards Gala, a ChamberWest event. Theme is

"Celebration of Cultures." Hall of Fame recipient is Kenworth Sales Co. Awards also will be announced for Business of the Year, Small Business of the Year, Best Place to Work, Best New Business of the Year, and Volunteer of the Year. Location is the Maverik Center, 3200 S. Decker Lake Drive, West Valley City. Cost is \$75 (\$1,250 for a sponsored table of eight). Details are at chamberwest.com.

Feb. 28, 6-8 p.m.

Contactos, a Utah Hispanic Chamber of Commerce networking event. Location is 2722 S. Redwood Road, Suite 100, Salt Lake City. Free for UHCC members, \$10 for nonmembers. Details are at http://www.utahhcc.com/.

March 1

"PHR/SPHR Study Programs," an Employers Council program running on five consecutive Fridays, 8 a.m.-4 p.m. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$1,395 for members; \$1,595 for nonmembers. Details are at employerscouncil.org.

see CALENDAR page 16**SMALL BUSINESS SUMMIT: IGNITE & INSPIRE**

FEBRUARY 15, 2019 | 7:30 AM - 1:00 PM | UNIVERSITY PARK HOTEL

KEYNOTE SPEAKER**SARAH CALHOUN**

FOUNDER AND OWNER, RED ANTS PANTS

The Salt Lake Chamber Small Business Summit: Ignite & Inspire will provide the opportunity for small business owners, managers and entrepreneurs to come together to learn new tools, tactics and strategies, gain practical skills, and make invaluable connections to help support the growth and success of small business in Utah.



For more information visit:
slchamber.com/smlbizsummit

Opinion

Crazy and costly minimum wage laws: Be careful what you wish for

We have a saying in France that goes something like this: “With enough ‘ifs,’ we could put Paris in a bottle.” In other words, if you assume away all the difficulties of the real world, you can achieve miracles. This proverb was all I could think about when reading Ginia Bellafante’s recent column in *The New York Times* about making the case for a \$33 minimum wage in the Big Apple.

While in her estimation, the \$15 minimum wage that went into effect in NYC on Jan. 1 is a step in the right direction, she argues that it’s not enough if the goal is to enable a single parent with two school-age children there to meet his or her expenses. With that objective in mind, \$33 an hour is necessary.

It certainly is an expensive city to live in and some residents do endure difficult lives with little money to spend, though I’d like to point out that the notion of their financial hardships going away if only the government were to set a higher minimum wage is the equivalent of assuming away the laws of economics and the real world.

For example, when government rais-

es the cost of employing workers, more workers will want jobs, but fewer will be employed. As George Mason University economist Donald J. Boudreaux reminds us, in a recent letter to *The Times* editor: “Wages ... do not depend on how much pay workers ‘need’; wages depend on how much value workers produce. Government requirements that workers be paid an amount greater than the value of what they produce throw workers who cannot produce that amount of value out of work.”

Many economic studies confirm the fact that while some employees will benefit from the mandated wage increase, many won’t. Businesses respond predictably to price changes, including changes in the price of labor. They may not all respond with equal speed or magnitude, but over time you could expect a reaction to mandated higher wages. Some employees will lose their jobs to automation, while others will see their full-time job transformed into a part-time or temporary job. In spite of Bellafante’s wishful thinking, this economic reality won’t be suspended in the real world, especially if the mini-

um wage were suddenly more than double overnight.

It’s important to understand that these distortions are the byproduct of government intervening to raise wages. The fact that mandated minimum wages are bad for some workers who will lose their jobs as a result doesn’t mean that all wage increases are bad. In fact, when wages go up naturally as a result of economic growth, improved productivity and more competition between firms for workers, wage hikes don’t come at the expense of other workers. That’s why we can expect a sustained rise in wages resulting from a decrease in the corporate income tax rate — a tax cut that increases capital investment and productivity, and then wages. How much they will grow over time is an empirical question.

An important issue often overlooked when talking about how to improve the lives of low-income Americans is the impact on their bottom line that a reduction in their cost of living would have. A straightforward way to achieve this goal is to get rid of misguided regulations and laws at the federal, state and local levels. In a 2015 report, my colleague Salim Furth

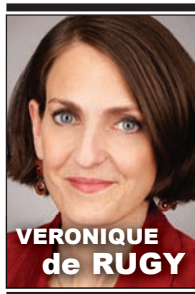
(who at the time was a scholar at the Heritage Foundation) listed a few of the culprits, such as medical torts, occupational licensure regulations and auto dealership monopolies. At the local level, land use regulations, such as zoning laws and environmental review delays, have a serious and negative impact on the cost of housing. The additional cost they create for low-income Americans can be even more pronounced than any federal and state regulations.

The bottom line is that there are other ways to improve the lives of those living in NYC than to mandate a costly and crazy high minimum wage that’s very unlikely to even deliver the expected increase in wages.

To be sure, market-driven wage hikes and regulatory reforms are harder to achieve than daydreaming about the government delivering higher wages without any negative consequences. As I said at the beginning, with enough “ifs,” we could put Paris in a bottle.

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

COPYRIGHT 2019 CREATORS.COM



VERONIQUE
de RUGY

Despite his other shortcomings, Trump sure knows how to play the press

I am not a fan of Donald Trump and I did not vote for him. I voted for my best friend by writing in his name for president. Trump is boisterous, overbearing, annoying and has funny-looking hair. But Trump, for all his faults, is a master at manipulating the press.

I am a hard-news nerd. I love reading the news, watching the news on television and, over the years, I have noticed that public officials have a hard time getting their points across to their constituents.

This is not true of Donald Trump. With his tweets, he instantly communicates with 40 million-plus citizens. The press jumps all over these tweets and then that’s the news for the next 24 hours. That’s just what Trump wants the press to do.

Take a little time and notice how Trump manipulates the media. If he is in trouble over his trade policy, he will tweet about the senatorial election in Alabama. If Mueller indicts a member of his campaign staff, he will tweet that he has a bigger red button than Kim Jong Un. This has gone on since he announced that he was running for president in 2015.

Recently, Trump announced that his administration will argue in front of the Supreme Court that nothing prevents Ohio from cancelling the voter registration of citizens who don’t conform to the state’s eligibility laws by not voting for

two years. The Obama administration had been arguing just the opposite. The same day that Trump announced this position he tweeted 10 times that he was going

to sue Michael Wolff and Steve Bannon over their new books — and all I heard or read that day was about the books.

The press has been talking about Trump’s possible mental instability for a long time. Congress has held committee hearings and heard about Trump’s mental capacity from all sorts of different types of people. Is Trump mentally unstable? I have no idea, but what I do know, this is not a subject of Trump’s tweets.

I was surprised when Trump won the election but I am more surprised by what has happened since then. Trump and his Republican Congress were able to get things done. There is a systemic change that is going on. The all-powerful government is being shrunk. Just like a surgeon with a scalpel, Trump is shrinking our federal government’s overreach.

But Trump’s tweets are also a dangerous distortion. *Forbes* published an article called “Donald Trump’s Most Offensive Tweets” — and some of them are startling. Take for instance the one he tweeted about Charles Krauthammer. “The hatred that clown @krauthammer has for me is unbelievable — caused him to lie when many others say Trump won the debate.”

I have often said to my wife and to anybody else that will listen that Krautham-

mer would have made a great president. Not only was he highly intelligent, deferential and when somebody said something that he thought was right, he would pass it on and give that person credit.

Another Trump tweet that irked me was, “Huma Abedin, the top aide to Hillary Clinton and the wife of Anthony Weiner, was a major security risk as a collector of info.”

Is Trump obsessed with discrediting Obama? Again, I do not know because it just might be a Trump tactic to gain no-

toriety. But there is one Obama policy that Trump should discredit, and that is Obama’s position on the Arab Spring.

Iranians are protesting in the streets to get themselves and their families a better life. Obama mishandled the Arab Spring and did not support the Egyptians. If Trump would just start tweeting about how the United States will support the protesting Iranians, it just might prevent World War III.

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



ROBERT
PEMBROKE



Opinion

A Davos meet without America may foreshadow a world without America

The atmosphere at the recent 2019 World Economic Forum in Davos, Switzerland, reflected the global picture perhaps more genuinely than in years past — and the painting is not very pretty. The mood there was subdued, cautious and apprehensive. There wasn't not much talk of a global slowdown, but no one was confident about a growth story either. There is no great global political crisis, yet people spoke in worried tones about the state of democracy, open societies and the international order.

The White House scrapped the official American delegation's trip to this year's conference — an outgrowth of President Trump's spat with Congress — providing a perfect metaphor for the broader outlook: America has withdrawn from the world.

Meanwhile, Europe is distracted, divided and despondent. Of the continent's three major leaders, only one, Germany's lame-duck Chancellor Angela Merkel, even showed up. British Prime Minister Theresa May could not attend because of turmoil over Brexit. French President Emmanuel Macron chose not to come because he faces ongoing populist protests from the right and left. In this environment, there was a gaping absence of leadership at Davos from the usual defenders of liberal democracy and the rules-based

international system.

This does not mean that any new global leaders have stepped into the void. Contrary to some speculation, China played a more muted role at the forum than in the past. It sent a respected statesman, Vice President Wang Qishan, with an anodyne message aiming to reassure the world that Beijing seeks "win-win" solutions and global cooperation. This probably reflects the reality that — politically and economically — China

faces its own challenges at home, with slowing growth and President Xi Jinping trying to tighten his grip over China's vast society. India's Prime Minister Narendra Modi faces a tougher-than-expected fight in upcoming national elections, so he didn't show up either.

It is not really the dawn of dictators, few of whom came, but perhaps a reflection that global norms still do not celebrate strongmen. While Western democracies may be flagging, Russia's Vladimir Putin and Turkey's Recep Tayyip Erdogan hold a much weaker hand in their countries. They, too, along with Crown Prince Mohammed bin Salman of Saudi Arabia, stayed home. Jair Bolsonaro, the new president of Brazil, did attend and gave a much-anticipated speech, but it was barely six minutes long — and was

received with decidedly mixed reviews.

The one area of consistent optimism among the attendees remains technology. Executives from multinational corporations like Novartis and Cargill spoke about the next great technological opportunity — leveraging artificial intelligence to make their companies far more efficient and productive. This is a trend that they see as inexorable, forcing them to adapt or watch the competition grow. Executives and experts alike foresee that another layer of white-collar jobs could be at risk — those involving routine analytic skills. But CEOs at Davos voiced optimism that it will all work out.

Businessmen and executives are more openly pessimistic about trade. They worry that a U.S.-China trade war could spill over across the entire world. Whether it happens, it seems clear that the great expansion of globalization is over. For the past 15 years, there has been no significant forward movement on trade, and many minor setbacks. This hasn't yet translated into large-scale protectionism and tariff wars, but it is a new stagnancy.

If the West is divided, so are other regions. Almost no Arab leaders showed up to the recent Arab League meeting in Beirut, relegating the summit to even greater irrelevance than usual. Latin America is now split between leaders like the right-wing Bolsonaro and the new leftist presi-

dent of Mexico, Andres Manuel Lopez Obrador.

The leaders of several smaller countries (all of whom insisted on staying off the record) described the world as adrift and lacking in any collective purpose, with only voices about narrow self-interest and conflict being heard. "When the Americans are engaged, we have a sense of direction," one of them said to me. "We might disagree on some points, but at least there is a larger conversation, some efforts at cooperation. Now the only energy is negative — worries about retreat, trade wars. That's not a world in which it is easy for us to move forward. We are all stuck."

This, then, is the post-American world. Not one marked by Chinese dominance or Asian arrogance. Not an outright anti-American one, but in fact, one in which many yearn for a greater U.S. presence, one in which countries are freelancing, narrowly pursuing their own interests and hoping that the framework of international order remains reasonably stable. But with no one actively shoring up the international system, the great question remains: In a world without leaders, will that system, over time, weaken and eventually crumble?

Fareed Zakaria's email address is fareed.zakaria.gps@turner.com.

(c) 2019, Washington Post Writers Group



FAREED ZAKARIA

Economic conditions have more to do with black unemployment than racism

Seventy-one years ago last month — in January 1948 — a black, 17-year-old high school dropout left home. The last grade he had completed was the ninth grade. He had no skills, little experience and not a lot of maturity. Yet he was able to find jobs to support himself, to a far greater extent than someone similar can find jobs today.

I know because I was that black 17-year-old. And, decades later, I did research on economic conditions back then.

Back in 1948, the unemployment rate for 17-year-old black males was just under 10 percent — no higher than the unemployment rate among white male 17-year-olds.

How could that be, when we have for decades gotten used to seeing unemployment rates for teenage males that have been some multiple of what it was then — and with black teenage unemployment often twice as high, or higher, than white teenage unemployment?

Many people automatically assume that racism explains the large difference in unemployment rates between black and white teenagers today. Was there no racism in 1948? No sane person who was

alive in 1948 could believe that. Racism was worse — and of course there was no Civil Rights Act of 1964 then.

How then could there be this low unemployment rate, with virtually no racial difference? Racism is despicable. But that tells us nothing about what weight it has — compared to other factors — as a cause of particular social problems such as unemployment.

Perhaps the most widely condemned racism in the second half of the 20th century was that in South Africa under apartheid, when an openly racist government proclaimed white supremacy and denied blacks basic human rights. Yet, even under such a regime, there were particular occupations in which black workers outnumbered white workers — even though it was illegal to hire any blacks at all in those particular occupations. Economics carried weight, even in South Africa under apartheid.

In the United States, what was unusual about 1948 was that, for all practical purposes, there was no minimum wage law in effect. There was a minimum wage law on the books. But it was

passed in 1938, and a decade of high inflation had raised wages, for even low-level jobs, above that minimum wage.

Among the effects of a minimum wage law, when it is effective, is that many unskilled and inexperienced workers are priced out of a job, when employers do not find them worth what the law specifies. Another effect of a minimum wage law is that it can lead to a chronic surplus of job applicants.

When an employer has 40 qualified applicants for 20 jobs, it costs the employer nothing to refuse to hire 10 qualified black applicants. But if he has no more than 20 qualified applicants, that is a different ball game.

The point here is that economic factors carry weight, and sometimes, under some conditions, those economic factors carry more weight than racism — even in South Africa under apartheid.

In the United States, as the minimum wage rate specified in the law began to be raised, beginning in the 1950s, so as to catch up with inflation and then keep up with inflation, the minimum wage law became effective in practice once again — and a racial gap in unemployment rates opened up and expanded.

As a black teenager, I was lucky enough to be looking for jobs when the minimum wage law was rendered ineffective by inflation. I was also lucky enough to have gone through New York schools at a time when they still had high educational standards.

Decades later, when examining the math textbook used by some young relatives of mine, who were living where I grew up in Harlem, I discovered that the math they were being taught in the 11th grade was less than what I had been taught in the ninth grade.

The opportunities open to my young relatives in Harlem — and to other young blacks elsewhere — were not nearly as good as the opportunities open to me back in 1948.

Many of the seemingly compassionate policies promoted by the progressives in later years — whether in economics or in education — have had outcomes the opposite of what was expected. One of the tragedies of our times is that so many people judge by rhetoric, rather than by results.

Thomas Sowell is a senior fellow at the Hoover Institution, Stanford University.

COPYRIGHT 2019 CREATORS.COM



THOMAS SOWELL



**Civil
Engineering**

THE ANSWER



**Structural
Engineering**

**For Your Engineering,
Surveying, Roofing and Paving
Consulting & Landscape
Architecture**



**Laser
Scanning &
Surveying**



**Consulting:
Paving, Roofing &
Landscape
Architecture**

NEEDS

Follow Us On:



801-255-7700

www.mcneilengineering.com

CALENDAR

from page 13

March 1, 7:30-8:30 a.m.

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

March 1, 8-10 a.m.

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

March 1, 8-10 a.m.

Friday Forum, a Utah Valley Chamber event. Location is Utah Valley Convention Center, 220 W. Center St., No. 200, Provo. Details are at thechamber.org.

March 1, 8:30-11:30 a.m.

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

March 2, 7:30-9 a.m.

"Bagels and Bills," a Utah Valley Chamber event. Location is Nebo School District Offices, 350 S. Main St., Spanish Fork. Free. Details are at thechamber.org.

March 2, 8-9 a.m.

"Pancakes and Politics 2019," a Utah Valley Chamber event. Location is American Fork Hospital, 170 N. 1100 E., American Fork. Free. Details are at thechamber.org.

March 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.

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

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

Suite 600, Salt Lake City. Free. Details are at slchamber.com.

March 6, 1-2:15 p.m.

"Building A Healthy Company Culture," a Silicon Slopes event. Location is Vivint Smart Home, 1400 N. 635 E., Logan. Free. Details are at siliconslopes.com.

March 7, 7-8 a.m.

"Breakfast with Our Utah County Legislators," a Utah Valley Chamber event. Location is the Utah State Capitol, Room 250, 350 State St., Salt Lake City. Free (registration is appreciated). Details are at thechamber.org.

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

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

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

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

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

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

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

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

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

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

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

Eggs and Issues 2019, a Utah Valley Chamber event featuring legislators discussing issues affecting business in Utah County. Location is Utah Valley Hospital, Sorenson Tower, Ashton Auditorium, 1134 N. 500 W., Provo. Free. Details are at thechamber.org.

March 12-13

ACG Utah 2019 Inter-

see **CALENDAR** next page



KeyBank



**BUSINESS
ACCELERATOR
ACADEMY**

APRIL 2019 | COHORT 3

The Sandy Area Chamber is now offering a fast-tracked mini-MBA program with a direct focus on your business. This hands-on 13-week course gives existing business owners the knowledge and know-how to manage growth and create a customized three-year growth plan. It also dives into scaling a business, understanding financials, creating marketing plans, and everything in between. Classes start in April and run every other week.

To apply visit sandychamber.com

— THE SANDY CHAMBER —
BUSINESS INSTITUTE

CALENDAR

from previous page

mountain Growth Conference.

Keynote speaker is Joe Navarro, former FBI agent, author and expert on nonverbal communication. Location is Marriott City Center, 220 S. State St., Salt Lake City. Cost is \$325 for members, \$375 for nonmembers, \$250 for March 13 ski conference only. Details are at <https://www.acg.org/utah/events/2019-b>.

March 13, 8 a.m.-5 p.m.

"Project Management 101," part of Salt Lake Community College Workforce Training and Continuing Education's Frontline Leader Workshops series. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$250 per course. Other series installments include "Managing Conflict," Feb. 13, 8 a.m.-4 p.m. Details are at (801) 957-5270.

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

LinkedIn Luncheon, a Utah Valley Chamber event. Activities include networking, followed by Kate Bowcut, Utah Valley Chamber business development

executive, providing tips on how to improve a LinkedIn profile. Location to be announced. Details are at thechamber.org.

March 13, 2-5 p.m.

Utah Valley Job Fair. Location is Utah Valley Convention Center, 220 W. Center St., Exhibit Hall A, Provo. Details are at www.utahvalleyjobfair.com.

March 13, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Fly High Adventure Park, 3624 S. 250 W., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

March 14, 7-8:30 p.m.

Contactos, a Utah Hispanic Chamber of Commerce networking event. Location is 336 N. 400 W., Salt Lake City. Free for UHCC members, \$10 for nonmembers. Details are at <http://www.utahhcc.com/>.

March 14, 8-11:30 a.m.

"Recordkeeping for Human Resources," an Employers Council event. Location is the

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

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

VENT, presented by the Women's Business Center of Utah and part of a speaker series of entrepreneurs sharing stories of their failures in business and what they learned from them. Location is Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$5. Details are at slchamber.com.

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

WIB Luncheon, a Davis Chamber of Commerce event. Cost is \$20. Other details to be announced.

March 14, 6-8 p.m.

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

March 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.

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

"Innovation Series: Human Interfacing — Hardware and Health," a Utah Technology Council (UTC) event focusing on the frontier of medical technology. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Free. Registration can be completed at Eventbrite.com.

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

"Rock Your LinkedIn Profile with An Updated Bio and Headshot," a Business Women's Forum event. Speaker is Monte Wylie, group talent acquisition manager for Enterprise Holdings. Head-shot photos will be taken for \$45 by Melissa Majchszak. Location is 50 West Club & Café, 50 E. Broadway, Salt Lake City. Cost is \$27 for members, \$35 for nonmembers. Details are at slchamber.com.

March 19, 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.

March 19, 7-9:30 p.m.

Pillar of the Valley Gala, a Utah Valley Chamber event. Award recipients are John Valentine and Ray and Janette Beckham. Location is Utah Valley Convention Center, 200 W. Center St., Provo. Cost is \$250 for members, \$300 for nonmembers, \$2,000 for a table of eight. Details are at thechamber.org.

March 20, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is 193 W. 2100 S., Murray. Free. Details are at murraychamber.org.

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

"Branding Lunch: Why Brunch Took Off and Linner Never Did," a Utah Technology Council (UTC) event. Speakers are Alysha Smith, managing director; Peter Stevenson, brand strategist; and Randall Smith, creative director, all from Modern8. Location is the UTC, 13693 S. 200 W., Suite 120, Draper. Free

see CALENDAR page 19



RAYCOM
Digital Services

DIGITAL SERVICES

Content Marketing

Online Reviews

Google My Business

These days, converting online visitors into paying customers takes more than a web presence. It's getting Google to rank you above your competitors. Below are three key services we offer to get you noticed on the web:

■ Inbound Marketing

We don't just drive more visitors to your site, but visitors ready to do business with you.

■ Digital Reputation

Our exclusive software helps you quickly respond to any negative comments about your business, and at the same time, build more positive customer feedback.

■ Local Marketing

Our *Online Marketing Guide* simplifies tapping into the 85% of consumers who conduct "local" online searches.

To boost your website's bottom line, contact us today!

raycomtech.com • 385-232-2464

"Quantifiable results and a proven ROI"

OATLY

from page 1

have been trying to grow Utah's food manufacturing industry for the past two years and that landing Oatly will be a "win" that the state can market.

"I think from a brand standpoint, this is going to be huge for us," he told the GOED board. "There's a long list of companies in this space that are much more significant that are in a high-growth mode, and I think this helps us put a flag in the ground."

Flynn said a big push for EDCUtah this year is to "get aggressive about the food business."

"We've had a number of projects that we've not won in this space — sort of in this plant-based food, alternative milks, alternative meats, things like that — that for various reasons, we've not been successful on. Part of it is maybe the perception that Utah is not a place for that kind of business," he said.

Bringing in Oatly "highlights the fact that we can do

food production in a really serious way in the state of Utah," he added.

"It tends to be a fairly sticky industry. They come and make big investments and they stay. It has great applications in 'shoulder' communities and rural communities, and I think there is a tremendous amount of upside. ... I think for us, a company like this, in this space, sort of the alternative-food space, it's just a good win for us to be able to put up."

Tom Wadsworth, GOED's business development and corporate incentives manager, said that while Oatly has certain direct economic benefits — that's what GOED is required to consider — food manufacturing has other positives. "Food manufacturing historically has extremely high multipliers in that it engages a lot of food suppliers and supply chain around the company," he said. "That's economic benefit that doesn't show up directly from the company, but that's a benefit to the community."

Oatly currently has production facilities in New Jersey and Quebec. Its brand is available in more than 20 countries throughout North America, Europe and Asia.

"As a 25-year-old company, we've been blown away by the enthusiasm and incredible demand for Oatly that we've seen here in the States over the past few years," Mike Messersmith, Oatly U.S. general manager, said in a prepared statement. "Through this partnership with the state of Utah, our upcoming factory in Ogden will help us keep oatmilk in all the many coffeeshops, grocery stores and refrigerators that want it."

The Oatly project is expected to result in new wages of \$17.3 million over seven years and nearly \$3 million in new state tax revenue during that period. The 50 jobs will have average annual pay of \$56,650. The company also will spend \$40 million to upgrade and add equipment to a vacant food-grade building at one time used by Southern Classic

Food Group.

"It's also important to realize this is a direct foreign investment, which is something that we've been cultivating for a long time, with minimal success," said Jerry Oldroyd, the GOED board's chairman.

Flynn acknowledged that Utah does have some significant companies involved in food manufacturing, including Frito-Lay and Dannon, but companies in that industry tend to use a lot of water and also need high sewer system capacity.

But Brent Brown, a GOED board member, said the project could lead to other companies considering Utah for their projects.

"This is an international company. That's what we've been trying to get," Brown said. "You bring in one company like this, the principals of that company go back home [and] they start talking about how wonderful Utah is. The whole thing starts to mushroom, and, in my opinion, that overrides almost every-

thing."

Ogden Mayor Mike Caldwell said Oatly's commitment to healthy lifestyles "aligns well with Ogden's values and unmatched access to outdoor recreation. Oatly is a great community partner and we look forward to their presence in the community."

"EDCUtah is excited for Oatly to establish a significant presence in Utah," said Theresa Foxley, president and CEO of EDCUtah. "This will be the company's first operation in the western U.S., and their corporate values of sustainability and environmental friendliness align nicely with our vision for economic development in Utah. Oatly will help raise the bar for employee compensation in the food and beverage manufacturing industry, and we appreciate the support of GOED, Ogden City, the Business Depot Ogden, and other partners to bring this project to fruition."

Val Hale, GOED's executive director, said Oatly is "a great addition" to Utah's manufacturing community and that Ogden "is a great fit."



What We Do:

South Valley Services (SVS) provides options through counseling, case management, prevention and shelter to women, children and men who have experienced domestic violence to live life free from violence.

Making a Difference:

- 2,057 Hot Line Calls
- 1,606 Hours of Child Care
- 1,647 Hours of Case Mgmt.
- 413 Community Outreach Events
- 1,864 Volunteer Hours
- 1,472 Hours of Crisis Therapy
- 14,702 Nights of Safe Shelter



www.svsutah.org

To donate, volunteer, or if you need help, call 801-255-1095.

Revolutionizing Real Estate

No matter what you are looking for, I can help you find it!

FEATURED LISTING



\$2,499,000

Two well-maintained, all-brick office buildings with several long-term tenants. Perfect opportunity for owner user. Great Sandy location with nearby freeway access.

Listing ID: 20482288

Why Brandon?

- One-stop-shop access to ALL agent listings on one convenient website.
- Online access to large photos, home tours and maps that include Google® Street View.
- Real-time notification of new listings and price changes.
- Prompt service and support to help you find that "just right" property.



Brandon Wixom

Licensed Commercial & Residential Broker
801.864.2626 • bwixom@gmail.com



Start your search today at: SoldByWixom.com

CALENDAR

from page 17

for UTC members. Registration can be completed at Eventbrite.com.

March 20, 5:45-6:45 p.m.

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

March 21, 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.

March 21, 8 a.m.-noon

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

March 21, 8:30-11:30 a.m.

"Google: Get Your Business Online," a Women's Business Center of Utah event. Presenter is Corissa St. Laurent. Location is the Women's Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at slchamber.com.

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

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

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

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

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

Chamber Luncheon, a Davis Chamber of Commerce event. Cost is \$20 for members, \$25 for guests. Other details to be announced.

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

Eggs & Issues, a Murray Area Chamber of Commerce event. Speaker is a representative of the Alzheimer's Association. Location is Anna's Restaurant, 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to the public. Details are at murraychamber.org.

CAI

from page 1

since December, to 34 percent, the highest level since December 2017.

For the second consecutive month, Utahns' confidence in stock market growth remained at a two-year low.

"The stock market's recent volatility is impacting consumer attitudes across Utah," said Scott Anderson, Zions Bank president and CEO. "But that doesn't mean Utahns have given up on the stock market. About 41 percent of Utahns believe their 401(k) will yield a positive rate of return over the next year compared to 23 percent who think that a positive return is unlikely."

An important factor regarding Utah consumer spending patterns is how much exposure consumers feel they might have to future conditions, according to Randy Shumway, chairman and partner of Cicero Group, a Salt Lake City research firm that does data collection and analysis for the CAI.

"Although some Utahns feel that general business conditions will get worse, they also feel that their incomes are stable," Shumway said. "This indicates that while there is concern about macro policy factors, individual consumers feel secure with regards to their personal economic situation."

Ninety-five percent of Utahns believe their income will grow or stay the same over the next six months, the survey said.

CLASSIFIED

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.



MOVING?

Use the TOP RATED Moving Company in Salt Lake!!!

Check out our reviews on Yelp, Google Reviews, and Thumbtack!

We have hundreds of 5 Star reviews!!!

Hire us and find out what all these customers know!



I have never been so impressed with a moving company as I was with The Other Side Movers. They are amazing people and work quickly and efficiently. They made it almost fun to move because they were clearly enjoying their work and enjoying working with each other. The pricing is fantastic. I won't use a different moving company in the future.

Kelly L.

Yelp Review



☎1-801-893-1972

Call today to schedule the best move of your life!

