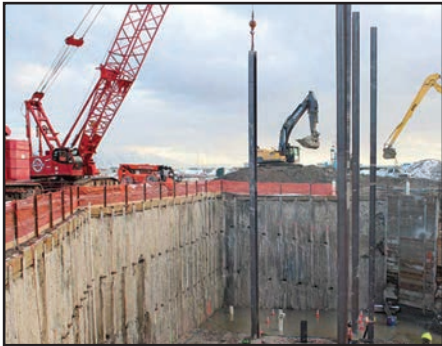


OF NOTE



Just keeps keepin' on

For the eighth consecutive year, a study from the American Legislative Exchange Council ranks Utah No. 1 on the list of states with the best economic outlook for the year ahead. The report looks at 15 factors, including tax burdens, regulations and labor policy, to determine economic outlook. Utah was followed by Idaho, North Dakota, Nevada and Indiana. At the bottom are New York, Vermont and Illinois.

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Innovation originates all over Utah, not just from the 'Slopes'

Brice Wallace
The Enterprise

One Utah company is working to develop electric battery systems to enable 150-mile-range air taxis. Another is working on lightweight, conductivity-based polymers and composites that could someday protect the vital personal information in your smartphone.

They must be based in Silicon Slopes, right? Nope. Think instead of Logan and Heber, with that latter company also having operations in Emery County.

Having high-tech developments like those that are taking place in rural parts of Utah was the focus of a breakout session during the recent Utah Technology Innovation Summit, where company executives discussed the advantages and challenges of operating innovative companies in a setting away from the Wasatch Front and how their technologies eventually could have potential widespread societal benefits.

Take Electric Power Systems, for example. The Logan-based company is work-

see RURAL page 14



A study from Business Roundtable says that one in five jobs in Utah — like those performed by these workers preparing devices at Merit Medical in Salt Lake City — is supported by international trade, especially trade with Mexico and Canada.

International trade makes up large portion of Utah's GDP

A new study from Business Roundtable, a group of CEOs of major U.S. corporations, finds that international trade supports 389,000 jobs in Utah — nearly one out of every five jobs in the state.

Trade with Canada and Mexico alone supports 121,400 jobs in Utah, the report said. The group points to this statistic as highlighting the need to preserve and strengthen the North American trading relationship by passing the United States-Mexico-Canada Agreement (USMCA) negotiated by the Trump administration last year. Exports from Utah to Canada and Mexico have increased by 378 percent since the implementation of the North American Free Trade Agreement (NAFTA) in 1994. USMCA would replace NAFTA as the

functioning trade agreement among North America's three large countries.

"The CEO members of Business Roundtable, who lead companies with more than 15 million employees, strongly support congressional passage of USMCA implementing legislation this year. We stand united to preserve and modernize North American trade, which supports over 12 million jobs and a strong U.S. economy," said Tom Linebarger, chairman and CEO of Cummins Inc. and chair of the Business Roundtable International Trade Committee.

The study, prepared by Trade Partnership Worldwide with the latest-available

see EXPORTS page 14

Safety offenses shut down SE Utah gas pipeline

The Utah Public Service Commission has ordered the shutdown of 21 miles of a natural gas pipeline near Moab. The order against Pacific Energy & Mining Co. (PEMC) came at the request of the Utah Division of Public Utilities after it discovered that numerous operational and emergency violations found by its pipeline safety team during a 2016 inspection still persist.

According to Chris Parker, director of the division, a Hazardous Facility Order was issued against PEMC, which includes a \$100,000 civil penalty and a requirement to cease operations within 60 days and to notify all affected entities. The Division of Public Utilities said it had worked with PEMC extensively since the 2016 inspection to try to ensure compliance with the law and the rectification of the problems.

The PEMC pipeline is a 16-inch steel pipe running 21 miles from PEMC's processing plant in Grand County to join the Northwest Pipeline near the Archview Resort northwest of Moab. Although the pipeline is located in a lightly populated area, its safe operation is critical to public safety in Southern Utah, the division said. There are numerous facilities near the pipeline, including the Canyonlands Field Airport, a public campground and areas of constant travel by outdoor recreationists.

"Natural gas is part of Utah's economic success and the Division of Public Utilities is committed to minimizing safety risks of natural gas facilities," said Parker. "PEMC's practices left us with no confidence in its pipeline's integrity. Though we are aware of no immediate risk to the public, continued operation is a danger to the public until regulators can be assured of safe practices. I'm proud of our pipeline safety team's work to ensure the safety of all pipelines, even when they are located in the state's more remote areas."

When the case originally came before the commission following the inspection in 2016, PEMC President Tarik Ahmad argued the pipeline didn't fall under the division's regulatory authority. However, Parker said that when PEMC took over ownership of the pipeline several years ago, operational changes put it within the state's jurisdiction, which he said all parties agreed to at the time.

PEMC has the option of appealing the Hazardous Facility Order issued by the commission.





RainFocus, a Utah marketer of an event marketing platform that simplifies event management, has moved its operation to a recently constructed headquarters in Lehi's Innovation Pointe. RainFocus is the first business in the new development. The move follows a recent announcement by the company of a new equity partnership with California-based JMI Equity. RainFocus was founded in 2014 and CEO J.R. Sherman said the move will make it possible to accommodate the company's recent rapid growth. He said his firm has tripled in size and doubled its client base in the past year.



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— THE SANDY CHAMBER —
BUSINESS INSTITUTE

ClearFoundation buys Daplie Inc.

ClearFoundation, a New Zealand-based developer of core software for securing both physical and virtual networks, has acquired Daplie Inc. of Provo. Daplie is the creator of Connect, a personal home server offering security, privacy, ownership and control to consumers in place of conforming to cloud provider protocols.

ClearFoundation said the move would integrate both companies' core competencies into one product line upon which ClearFoundation will release new physical and digital home security and personal data storage product lines.

"The team at Daplie is excit-

ed to join ClearFoundation and to continue building toward and fulfilling our original mission," said Bryson Hill, founder and CEO of Daplie. "This is just the start of a new future that will include smart devices, energy storage systems and much more."

"ClearFoundation sees the Daplie technology as key in helping us create solutions for the home and the consumer markets," said Michael Proper, ClearFoundation chairman. "The two teams are a good fit as we all are firm believers in the notion that the future will be built upon a bedrock of decentralization, privacy and security while giving control over data back to end users."

Groups launch Empower SLC to boost energy-saving efforts

The Salt Lake City Sustainability Department and Utah Clean Energy have teamed up with the International Rescue Committee, Salt Lake County Aging and Adult Services and YouthCity Government in an effort to empower Salt Lake City's West Side neighborhoods with the tools to reduce pollution while saving energy and money. The partnership, known as Empower SLC, is being launched with a \$200,000 contribution from Salt Lake City and will be managed by Utah Clean Energy.

"Energy efficiency is often the unsung hero of clean air and a healthy climate," said Kevin Emerson, energy efficiency program director at Utah Clean Energy. "When you save energy at home, you reduce pollution. Now consider the possibilities when we save energy throughout our entire community. Small steps in energy efficiency can make a big impact on air quality and climate solutions. We are thrilled to bring this pilot program to West Side Salt Lake City and make a positive impact in so many lives."

The new organization has published a list of energy-saving actions people can take. The list is available in PDF form at the group's website <https://utah-cleanenergy.org/empower-slc>.

"As we move to a cleaner and more sustainable energy system, we need to make sure the benefits are reaching all members of our community," said Mayor Jackie Biskupski. "Empower SLC is just the beginning of our work to help residents and businesses save money on their energy bills, make their homes and buildings more comfortable, and improve indoor air quality — all while also reducing pollution."

Empower SLC's outreach ef-

forts are spearhead by the Energy Ambassadors, three local organizations already serving the 84104 and 84116 neighborhoods, which includes Glendale, Poplar Grove, Rose Park and other West Side communities. Energy Ambassadors include the International Rescue Committee (IRC), Salt Lake County Aging & Adult Services and YouthCity Government. These Energy Ambassadors will incorporate energy efficiency tools and education into their existing community programs.

"International Rescue Committee (IRC) helps refugees survive, recover and gain control of their future," said Josh Lloyd, acting deputy director and Energy Ambassador. "We already do home visits with our refugee clients, so it makes perfect sense to partner with Empower SLC to provide LED installations and training to these community members while we are there."

Empower SLC hopes to accomplish the following in targeted ZIP codes over a two-year time period:

- Increase uptake of household energy-efficiency actions among Salt Lake City community members.
- Drive participation in energy-efficiency programs designed for multi-family residential buildings by engaging property managers within the target area.
- Encourage local schools within the targeted ZIP codes to participate in Rocky Mountain Power's "Be Wattsmart, Begin at Home" program.
- Provide education to small businesses and building owners and managers to increase understanding of the economic, comfort and air quality benefit of energy efficiency while connecting them with utility programs.

Tax credit incentives bring pair of feature films for production in Utah

Brice Wallace
The Enterprise

A pair of film productions — including one that will spend nearly \$7 million in Utah — have received incentives to shoot in the Beehive State.

The Governor's Office of Economic Development (GOED) board, at its April meeting, approved a tax credit incentive of up to \$1.38 million for Lola's Boys Inc. to shoot "Good Joe Bell" and a cash rebate of up to \$28,400 for Heart Can't Beat LLC for "My

Heart Can't Beat Unless You Tell It To."

"Good Joe Bell" will star Mark Wahlberg ("Boogie Nights," "Planet of the Apes," "The Italian Job"), Connie Britton ("Spin City" "Friday Night Lights," "The Last Winter") and Red Miller. The fea-

ture drama will tell the true story of Joe Bell, who, in the wake of his 15-year-old son's suicide, walks across the U.S. to promote awareness about the consequences of prejudice.

The production company is expected to spend \$6.9 million while in Utah, with principal photography taking place in Tooele, Salt Lake and Summit counties through May 24. It will have a cast of 45, plus a crew of 106 and 860 extras.

The director is Reinaldo Marcus Green ("Monsters and Men"). Producers are Daniela Taplin Lundberg and Riva Marker. The film is written by Academy Award winners Diana Ossana and Larry McMurtry, both of "Brokeback Mountain." Producers are Wahlberg, Daniela Taplin Lundberg ("Honey Boy," "The Kids Are All Right") of Stay Gold, Riva Marker and Jake Gyllenhaal of Nine Stories ("Stronger," "Wildlife"), Eva Maria Daniels of Vision Chaos, Cary Fukunaga of Parliament Of Owls ("Beasts of No Nation"), Ryan Ahrens of Argent Pictures ("Hacksaw Ridge") and Stephen Levinson.

"My Heart Can't Beat Unless You Tell It To" is a horror feature expected to spend \$142,000 in Utah, including during principal photography set for April 25-May 23 in Salt Lake, Wasatch, Summit, Weber and Davis counties. It will involve 24 cast members, 18 crew and

30 extras. Because of its smaller scale, its incentive is a cash rebate from the Community Film Incentive Program.

The film will tell the story of a family of reclusive siblings who will do anything to keep their sickly younger brother alive, which is what happens when that brother is a vampire. The director is Jonathan Cuar-tas. The cast includes Salt Lake City native Patrick Fugit ("First Man," "Almost Famous").

"Showing filmmakers what Utah has to offer and producing a film in my home state has been extremely exciting," said producer Kenny Riches. "We have hardworking, passionate crew here that have embraced our project and have eagerly shown their support. We're very much looking forward to capturing the character of our unique state."

Keone named president of Listen Technologies

Bluffdale-based Listen Technologies Corp., a provider of assistive listening and tour systems, has announced that Maile Keone has been named president of the company. She will be responsible for executing Listen Technologies' business plan, the company said in a release.

Keone, a technology industry sales and marketing expert, previously served as the company's chief revenue officer. She replaces company founder Russ Gentner, who remains CEO. Tracy Bathurst has been promoted to senior vice president and remains as chief technology officer.

The company said that the moves are part of a plan to give Gentner more time to focus on strategic planning, business de-

velopment and partnerships. Keone, with support from Bathurst and the executive team, will focus on running the day-to-day operations of the business.

"It has been an honor to serve as president of Listen Technologies and I am incredibly proud of the growth we have experienced as an organization," said Gentner. "We will continue to develop industry leading products, deliver outstanding customer service and forge strong industry and channel partnerships. Maile has been instrumental in this success, increasingly taking on the responsibilities of president and executing our business plans."

Prior to joining Listen Technologies in 2013, Keone held

leadership positions in sales and marketing, operations and employee experience at fast-growing technology companies.

"I am excited and honored to serve in the role of president at Listen Technologies," said Keone. "Russ's ambition and visionary leadership lays the foundation for our future and challenges us to identify new ways to excel in product innovation and delivering exceptional customer experiences. I am extremely proud of the passion and daily execution in our organization and look forward to taking firm hold of the opportunities in front of us. Our work makes a difference in the lives of those who hear better because of the solutions we create and service we provide."

Survey: Higher employee turnover in 2018

Employers Council, a human resource and employment law service for the business community, has found that Utah's employee turnover rate is up for the second straight year. The organization's HR Metrics Survey reported a 2018 turnover rate of 25.6 percent compared to a 2017 rate of 21.8 percent.

Survey findings were collected from organizations across the state and represented a cross-section of industries, including the government, manufacturing, natural resources, nonprofit, technology, financial and real estate, insurance, healthcare, retail and wholesale, service, construction and utilities sectors.

"For a second year in a row, Utah remains at the top of employee turnover percentages and our survey data indicates another slight uptick in Utah employees leaving their employer in 2018 versus 2017," said Ryan D. Nelson, president of Employers Council's Utah office. "Employers can take steps to reduce the turnover rate of employees taking new jobs by reviewing their applicant screening process, orientation process, and pay and benefits to see if changes to those policies might keep employees from leaving the organization for another position."

The 2019 HR Metrics Sur-

vey also includes statistics on length of service, retirement separations, tenure rates, job absence rates, compensation expense and cost of benefits. The survey in-

cludes breakouts of the data by company size, geographic area and industry type. The full report is available at www.employerscouncil.org.

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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.slenterpriser.com

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Subscription Rates:
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O.C. Tanner acquires Indian firm

O.C. Tanner, a Salt Lake City-based employee recognition and workplace culture company, has acquired the recognition and rewards technology and business of Kwench, an India-based company that delivers corporate recognition solutions. The agreement will combine the global footprint of O.C. Tanner and the software-as-a-service (SaaS) technology platforms of Kwench to enhance value to clients, the company said.

Kwench is an employee recognition market leader in India and works with more than 500 companies across 63 countries.

"We've enjoyed tremendous success with our O.C. Tanner India team and the addition of the Kwench team and technology will combine the strengths of two market leaders to help us better serve our collective client base,"

said Dave Petersen, CEO of O.C. Tanner. "While we've largely focused on multinational clients, the Kwench focus has been primarily on companies headquartered in India, so this acquisition will fuel even greater growth. We measure progress and success by how many employees and workplaces we can positively impact through our recognition programs and strategies and we are very excited to welcome the Kwench team into our global organization."

O.C. Tanner's existing footprint in India, including a headquarters in Mumbai and a second location in Hyderabad, will be bolstered by Kwench's local presence and nearly 50 employees.

"We are truly excited to join the O.C. Tanner family and see it

as a perfect meeting of minds, culture and aspirations," said Sunder Nookala, CEO of Kwench. "It is indeed a validation of India's market potential and Kwench's capabilities that the world's largest recognition company has chosen to make this acquisition."

"As one of the fastest-growing economies in the world, India is an exciting place for business today," said the managing director of O.C. Tanner India, Zubin Zack. "Employee recognition is fast-evolving as a key focus area as companies fight to attract and retain the best talent. These are exciting times for Kwench and O.C. Tanner to combine strengths and bring global best practices to the Indian market."

O.C. Tanner was founded in Utah in 1927 and has 1,400 employees in its worldwide operations.

Majority of investors favor the human touch over technology

Despite increasing automation in nearly all aspects of the consumer experience, 84 percent of investors say that financial advisors will always be needed and will not be replaced by automated investing technology, according to the first quarter 2019 Wells Fargo/Gallup Investor and Retirement Optimism Index survey.

"Financial advisors remain a vital source of advice for most investors," said Wayne Badorf, head of intermediary distribution at Wells Fargo Asset Management. "People want advice and 'the human touch' when planning their financial futures. At the same time, they are prepared to embrace technology as part of the process; it's not an either-or scenario. Financial advisors and technology can work together to help investors reach their saving and retirement goals."

Seventy-eight percent of investors either work with a financial advisor (56 percent) or would like to work with one (22 percent), suggesting that investors continue to want guidance from advisors when saving, investing and preparing for retirement. Seventy-three percent say the financial benefits that come from professional advice are worth the cost. When asked what they value most about their financial advisor, 68 percent of those who work with one cite the advisor's role as a resource for answering questions.

Investors expressed an openness to technology playing a role in their financial planning — just not at the expense of working with an advisor. Only 24 percent say they currently use automated investing technology for their own investing, without the assistance of an advisor. But 56 percent say they would prefer working with a financial advisor who uses automated investing tools on their behalf.

In addition, investors look to their advisor for support in many other aspects of their lives. When ranking important or critical services provided by financial advisors, investors cite "keeping me motivated and on track with my financial goals" (69 percent), "understanding my personal life and family dynamics" (63 percent), helping clarify broader life values and goals (55 percent) and including teenage or older children in financial planning discussions (53 percent).

The survey, which was conducted Feb. 11–17, queried 1,029 U.S. adults with \$10,000 or more invested in stocks, bonds or mutual funds.

Among investors who have a financial advisor, 68 percent say they want a collaborative relationship, meaning the advisor handles

investments but in close consultation with the investor. Just 14 percent say they want to invest on their own with only investment-related advice from their advisor and 18 percent say they want the advisor to take care of investing decisions on their behalf, with no consultation at all.

When asked about the benefits of using a financial advisor, investors who work with one say advisors understand their personal investing needs (94 percent), care about them and their financial well-being (93 percent), allow them to devote more energy to other things (89 percent), help them feel more confident about their finances (93 percent) and relieve stress in their home life (78 percent).

Fewer than half of investors with an advisor, 46 percent, say they have sought a second opinion from another expert to confirm their advisor's recommendations.

Investors also say they want to communicate with their advisor on a regular basis — on average, three times a year. When asked how they want to communicate, the majority of investors (63 percent) say they prefer a personal connection, including in-person meetings (39 percent), phone calls (22 percent) or video calls (2 percent). Just 20 percent say they prefer to connect through Internet chat and only 18 percent say they want to review their investments on their own, without help from an advisor.

Among those who do not use a financial advisor, 73 percent say advisors cost too much, 52 percent say they would rather purchase index funds or automated investments directly and 40 percent say they can invest better on their own.

The survey showed some weakening in investor confidence. Overall, the Wells Fargo/Gallup Investor and Retirement Optimism Index slipped to 90 in the first quarter, down from 98 in the fourth quarter of 2018. Investors remain generally optimistic, however, about a range of economic conditions and financial expectations:

- Fifty-one percent say they are either somewhat optimistic or very optimistic that they will achieve their investment targets over the next 12 months, a sentiment that increases when looking further into the future.

- Sixty-two percent say they are somewhat optimistic or very optimistic about achieving their goals in the next five years.

- Seventy-five percent say

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Industry Briefs

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

ARTS/ENTERTAINMENT

• The Salt Lake City Arts Council and Salt Lake City Parks and Public Lands have announced an opportunity for artists or artist-led teams to submit qualifications for the Glendale Park Public Art Project. Glendale Park is a 7.2-acre park at 1375 W. 1700 S. Last fall, the Salt Lake City Council approved funding for the final phase of park improvements that will include a small multi-use field, looped walking path, pavilion and playground. Salt Lake City Parks and Public Lands has contracted with a landscape architecture consultant to develop design drawings for the improvements, which will be implemented and completed by the summer of 2020. The selected artist will work closely with the landscape architecture consultant to integrate their work into the plans and site. Details are at <http://saltlakepublicart.org/for-artists/calls-for-artists/>. Qualification submissions will be accepted via the CaFÉ website, www.callforentry.org, until 11:59 p.m. May 9.

ASSOCIATIONS

• **Sunny Sanyal**, chief executive officer of Varex Imaging Corp., Salt Lake City, has been elected to fill a vacant seat on the board of directors of the **Medical Technology & Imaging Alliance** (MITA). Sanyal has 28 years of experience in the healthcare industry, including more than 18 years in senior executive positions in multi-national healthcare companies.



Sunny Sanyal

CONSTRUCTION

• **Reaveley Engineers**, a Salt Lake City-based structural engineering firm, has hired two structural project engineers, **Abigail Ubbelohde** and **Cameron Lusvardi**. Ubbelohde has three years of experience in the industry, serving as a structural design engineer for a national structural consulting firm in Philadelphia.



Abigail Ubbelohde



Cameron Lusvardi

She serves in the U.S. Army Reserves as a military intelligence officer. Lusvardi earned his bachelor's and master's degrees in civil engineering from Brigham Young University.



ECONOMIC INDICATORS

• Surveyed employers in Utah reported a higher average employee turnover rate in 2018 compared to 2017, according to the **HR Metrics Survey** conducted by **Employers Council**. Utah's rate in 2018 was 25.6 percent, up from 21.8 percent in 2017. The rate in Colorado was 19.9 percent last year, down from 20.8 percent in 2017. Arizona's rate grew from 16.3 percent to 24.1 percent. Wyoming's climbed from 14.1 percent to 17.3 percent. Survey results were collected from 250 organizations in the four states. Details are at www.employerscouncil.org.

• **Utah** is ranked 18th in a listing of states where residents tend to owe the most at tax time, compiled by **SmartAsset**. The organization analyzed IRS data to form the list, based on the number of tax underpayments and the amount of underpaid tax. Utah was 18th, with an average of \$5,521 in owed taxes. Tops was North Dakota, with \$6,806 in averaged taxes owed. West Virginia was No. 51, with \$3,992 in averaged owed taxes. Details are at <https://smartasset.com/checking-account/states-who-owe-the-most-in-taxes>.

EDUCATION/TRAINING

• **Davis Technical College** recently held a groundbreaking ceremony for the **Michael J. Bouwhuis Allied Health**

Building. The \$32 million-plus, 85,000 square-foot building will make it possible for Allied Health programs to admit greater numbers of students and for students to train in new purpose-built classrooms and on state-of-the-industry equipment. The building is expected to be ready for the School of Health Professions in summer of fall 2020.

GOVERNMENT

• **Salt Lake City Mayor Jackie Biskupski** has announced the local co-chairs for the subcommittees helping to organize the 68th United Nations Civil Society Conference, scheduled for Aug. 26-28 in Salt Lake City. They are **James Graham**, project manager of Holdman Studios, who will chair the Exhibits Subcommittee; **Lori Hudson**, senior vice president of Aspen Consulting Group and member of the YWCA Community Advisory Board, chair of the Outcome Document Sub-committee; **Baldomero Lago**, chief international officer for Utah Valley University and an official representative of the United Nations, chair of the Outreach and Engagement Sub-committee; **Samira Harnish**, founder and executive director of Women of the World, chair of the Roundtable Sub-committee; and **Leah Barker**, CEO of CHOICE Humanitarian, chair of the Workshops Sub-committee. Chairs of the Youth Sub-committee are **Madison Denkers**, board member on the Steven G. And Susan E. Denkers Family Foundation; **Mitch Dumke**, head of mobile and native apps at Pluralsight and treasurer for the Katherine W. and Ezekiel R. Dumke Jr. Foundation; and **Marc**

Reynolds, student body president of Utah Valley University.

HEALTHCARE

• **Utah** is ranked 24th among states in danger of **having a doctor shortage** by 2030, based on a study undertaken by **TheSeniorList.com**. The study used the latest data from the U.S. Department of Health and Human Services and the Association of American Medical Colleges. Utah currently has 211.4 doctors per 100,000 people, No. 44 among states. Utah is 12th-ranked for the percentage of doctors nearing the age of retirement, at 28.7 percent. Utah is 26th-ranked for medical residents nearing the end of their education, at 28.1 residents per 100,000 people about to enter the workforce as doctors. Wyoming was the state ranked as having the most risk for a doctor shortage. Massachusetts had the least risk. The study indicates that the U.S. will have a doctor shortage of 120,000 by 2030. Details are at <https://www.theseniorlist.com/data/doctor-shortage/>.

• **CHG Healthcare**, a Salt Lake City-based privately held healthcare staffing company, has named **Kevin Ricklefs** as chief culture officer. He will lead the design and evolution of CHG's culture strategy and provide guidance and oversight of CHG's philanthropic efforts. Ricklefs joined CHG in 1999 as the leader of the benefits team. Since then, he has held several positions, including human resource director; vice



Kevin Ricklefs

president of talent management; and, most recently, senior vice president of talent management and president of CHG's non-profit organization, Making a Difference Foundation.

• **Collective Health**, a California-based workforce health management system company, has appointed **Jennifer Jacobs** as its Lehi-based vice president of operations. Jacobs has 25 years of experience, including leading operations at eBay and GE. Most recently, she led eBay's workforce operations, training, quality, coaching, analytics and project management for more than 11,000 global team members who handle buyer and seller inquiries and claims. Prior to eBay, Jacobs helped oversee finance, analytics and operations at GE Capital & Healthcare for more than 10 years.

• **HIPAA One**, a Lindon-based provider of HIPAA compliance software, third-party validation of controls and data security services, has hired **Greg Fenton** as vice president of strategic partnerships. Fenton is an experienced healthcare technology vendor manager with a background in finance. Prior to joining HIPAA One, he



Greg Fenton

Fenton wrote multiple industry reports in acute care EMR, ambulatory surgery centers and anesthesia information systems. He also has experience building and managing relationships with healthcare information technology vendors/services firms and has provided consultation with hospital executives by providing insights and analysis into vendor performance data.

HOSPITALITY/FOOD SERVICE

• **Resorts!Mountains!Cities** (RMC), a Park City-based, privately owned destination management company, has promoted **Karen (Crawford) Cantrell** and **Sarah Carey**. Cantrell, formerly vice president of sales and operation, has been promoted to president of sales, operations and business development. Cantrell



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see BRIEFS next page

Industry Briefs

from previous page



Karen Cantrell



Sarah Carey

joined RMC in 2011 with experience as an event planner and sales consultant. She has nearly a decade of experience, including the past two years as vice president of sales and operations. Previously vice president of marketing and creative development,

Carey has been promoted to president of creative and marketing and also will oversee public relations, human resources and RMC's new warehouse division. She has been with RMC for more than 15 years. She opened the company's Park City office in 2008 and assisted with the openings of several other locations throughout the past decade. In 2015, she formed RMC's creative development department.

PHILANTHROPY

• The **Ken Garff** family has pledged \$17.5 million for the renovation and expansion of **Rice-Eccles Stadium** at the University of Utah. It is the largest gift in UofU athletics history. The donation will help fund construction of the Ken Garff Performance Zone in the south end zone and is the lead gift in the \$80 million stadium project. So far, donors have pledged \$32 million of the \$35 million sought in philanthropic gifts. The remaining \$45 million will be generated through various new revenue sources associated with the project.

• **Mountain America Credit Union** recently presented a \$56,000 check to **Huntsman**

Cancer Foundation as part of the credit union's three-point shot donation. Mountain America donated \$50 for every three-point basket made by the Utah Jazz, with an additional \$50 donation for every game-changing shot. During the 2018-19 season, the Utah Jazz made over 900 three-point shots. Over the past six years, Mountain America has donated over \$350,000 to Huntsman Cancer Foundation.

REAL ESTATE

• **Next Waves Investors LLC** has acquired two multifamily properties, including **Aspen Village Apartments**, a 90-unit multifamily community at 3043 W. 3500 S., West Valley City. Terms were not disclosed. Aspen Village Apartments is 96.7 percent leased.

RECOGNITIONS

• **Milton L. Lee**, co-founder and chief science officer at Axcend, Provo, has received the **2019 ACS Award in Analytical Chemistry** from the **American Chemical Society**. The award was presented recently during the ACS National Meeting & Expo in Florida.



Milton Lee

Established in 1947, the award in "recognizes and encourages outstanding contributions to the science of analytical chemistry, pure or applied, carried out in the United States or Canada." Lee was honored for "innovations in column technologies, instrumentation, applications and commercial implementation of micro-separations and combined micro-separations/mass spectrometry." Lee has been a member of the faculty of Brigham Young University since 1976 and is currently the Emeritus H. Tracy Hall Professor

of Chemistry. He also founded or co-founded four companies: Torion Technologies in 2001, Sensar Corp. in 1991, Lee Scientific in 1984 and Axcend in 2018.

• **PIRTEK USA** recently presented **PIRTEK Salt Lake City** with its **2018 National Franchise of the Year Award**. Owner Todd Miceli, who also owns PIRTEK Clearfield in Syracuse, received the award during the company's 21st annual Franchise Owner Conference in Florida. Miceli's service and supply center also won top honors among the West Coast region locations. Miceli opened PIRTEK Salt Lake City in 2017 and opened the Syracuse location a year later. PIRTEK USA provides the hydraulic hose replacement and industrial hose repair service with onsite mobile and service centers throughout the United States. There are 84 PIRTEK franchises and a fleet of mobile service vehicles throughout the country. Globally, PIRTEK has more than 400 locations and 2,000 mobile service vehicles in 23 countries.

• **Avetta**, an Orem-based provider of supply chain risk management, has made the **"50 Providers to Know"** list, compiled by **Spend Matters**. It is the second consecutive year for Avetta to make the list, which recognizes the best-in-class companies in the procurement and supply chain market. Vendors listed are independently selected by the analyst team over multiple rounds of debate, focusing on factors such as innovation, market presence, tech competency and solution delivery.

RESTAURANTS

• **Sweet Rolled Tacos** will open a location this summer at the south end of The Gateway, at 157 S. Rio Grande St., Salt Lake City. The company offers hand-rolled ice cream in colorful waffle taco shells with a wide array of toppings; drinks and milkshakes, including iced tea and coffee; and vegan items.

RURAL UTAH

• The **Governor's Office of Economic Development** board, at its April meeting, endorsed four **Rural Fast Track** grants — each \$50,000 — that had previously been approved by the **Governor's Rural Partnership Board**. **Mike Barney Construction Inc.**, of Delta in Millard County, was endorsed for a grant to help the company buy a forklift and build a shop for equipment storage. The \$168,000 project is expected to result in one new full-time position. **Davis Family Lodging LLC**, of Monticello in San Juan

County, was endorsed for a grant to help the company renovate motel rooms. The \$105,000 project is expected to result in one new full-time position. **Custom Electrical Service LLC**, of Ephraim in Sanpete County, was endorsed for a \$50,000 grant to help the company purchase a 2,400-square-foot building for storage of expensive equipment, shop workspace and inventory storage. The \$100,000 project is expected to result in two new full-time positions. **Stevens Trucking Services**, of Fillmore in Millard County, was endorsed for a \$50,000 grant to help the company construct a metal building for mechanical services for large trucking vehicles. The \$450,000 project is expected to result in one new full-time position. The companies will receive an additional \$1,500 per position if the positions remain in place for 12 consecutive months.

SERVICES

• **Simplus**, a Salt Lake City company offering Salesforce quote-to-cash advisory, implementation and managed services, has appointed **Amy Osmond Cook** as chief marketing officer. She previously was vice president of marketing at the company. She has 20 years of experience in marketing management. Cook earned a Ph.D. in communication from the University of Utah.



Amy Osmond Cook

• **Focus Services**, a Roy-based provider of call center services, has promoted **Ben Joe Markland** to chief operations officer. Markland has more than 15 years of BPO leadership experience with international operations experience throughout the U.S., Europe, Philippines and Central America. Most recently, he served as senior vice president of international operations.



Ben Joe Markland

SPORTS

• **VASA Fitness**, an Orem-based operator of fitness clubs, has appointed **Mindi Bridges** as chief marketing officer. She will work from VASA's new Denver office opening in May. VASA operates 36 clubs in five states and plans to complete 12 new clubs this year. Bridges has more



Mindi Bridges

than 20 years of experience in brand and retail marketing. Prior to VASA, she was vice president of creative and operations services at In-Shape Health Clubs. She also was an independent marketing consultant for companies including Bare Escentuals, LeapFrog, Westfield, Clif Bar and Art.com; served as director of creative and interactive services at Treasury Wine Estates; was senior director of brand marketing and creative services at Abercrombie & Fitch; and worked in global marketing production at Gap.



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TECHNOLOGY/LIFE SCIENCES

• **Central Logic**, a Salt Lake City-based transfer center software company, has hired **Matt Dinger** as vice president of professional services. He will oversee Central Logic's implementation and consulting divisions, and work closely with other senior leaders to optimize the training and onboarding processes for hospitals, health systems and other large healthcare organizations. Most recently, Dinger was at Epic Systems Corp., where he oversaw all training as well as the tools, process and methodology for global implementations. Prior to joining Epic, Dinger held leadership roles at the Boys & Girls Club of Utah County. He holds bachelor and master of arts degrees from Brigham Young University.



Matt Dinger

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Succeeding in Your Business

Here are 12 little words that will help you predict the future

It's a rough economy out there, but even scarier than the persistent threats of recession, deflation, countries defaulting on their debt, governments' inability to balance the budget and other boogie people is the pace of change itself.

If you are a business owner looking to adapt, or if you are an unemployed corporate executive trying to figure out where tomorrow's job opportunities will be, everything's changing so fast and the world economy's so volatile that it seems impossible to prepare and plan.

Having said that, though, there are some ongoing changes in our economy that most people agree will probably continue well into the future. These changes, about which entire books have been written, can be easily summarized in 12 little words. Commit them to memory. Write them down on Post-it Notes. Put the notes up on your computer, your refrigerator door or somewhere else where they're readily visible and read them at least once every day. Once you memorize them, recite them like a mantra and plan your business or career future with them in mind.

"The Future Is Digital." Make no mistake about it. Brick-and-mortar businesses in just about every industry are succumbing to the siren pull of the Internet. Business models that have been around for decades

— even centuries — are slowly but surely disappearing into the cloud, never to return to planet Earth. Most of the work you do for your clients will probably be done by software bots in 10 years' time — a lot faster and probably a lot better.

Sooner or later, there will be a virtual solution for whatever you do at extremely low cost, and you won't be able to compete.

Some examples:

- Stores that cash checks: not necessary in an era of digital payments and debit cards.

- Attorneys, accountants and financial advisors: There are websites with prepared forms you can access for free (or for pennies).

- Printed books and periodicals: Every time I board an airplane, I see more and more Kindles and iPads and fewer and fewer dead trees.

- Retail and distribution outlets: It's much quicker and more convenient to shop online than to navigate your local mall — and you can even get free shipping.

Look at your kids or grandkids at work and at play. They grew up with the web and video games. Everything they touch is digital. They are the future. Pretty soon (if not already), they will form the core 18-to-35-year-old demographic everyone panders to. That pandering will take place in cyber-

space.

"The Future Is Global." State and national boundaries are meaningless in an era where I can order something directly from an online merchant in Bangladesh who has no physical presence in North America, or outsource a key part of my business to a country whose citizens don't even speak English. Two-thirds to three-fourths of the world's population is joining the world economy for the first time in human history. Sooner or later, wealth will be more evenly distributed throughout the globe and few countries or continents will have a competitive advantage over others. Except where access to local natural resources is critical, any business will be able to be conducted anywhere on Earth.

"The Future Is Freelance." The concept of employment as we know it probably won't exist in coming decades, or if it will, it probably will be viewed as a steppingstone to something else. The corporate career ladder will disappear. Instead, people with marketable knowledge and skills will bid to participate in specific projects hosted by companies — or teams — that are more or less virtual. They will float from project to project (or work on several projects simultaneously), from company to company as independent contractors, picking up experience and learning points that will enable them to bid competitively on progressively more advanced — and, therefore, more lu-

crative — projects. When they get tired of doing that, they will form virtual companies and begin soliciting virtual teams of their own.

"The future is digital. The future is global. The future is freelance": 12 little words that can give you real insight into where future opportunities lie.

So how do you take this and translate it into a real action plan? Simple: by recognizing that because you can't beat these trends, you had better join them. Now's a good time to sit down at your computer with a blank word processor page and a VSOP brandy or single-malt scotch and ask yourself the following questions:

How can I adjust what I do to fit a more digital, global, freelance world?

How can I help individuals and businesses adjust to this world?

I don't know the answers any better than you do (although I have some ideas). What I can tell you is that the answers, once you find them, are the business opportunities of the future. The people who will make money, survive, thrive and prosper in the coming century are those who find the answers and act upon them.

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

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Calendar

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

April 22, 8:30 a.m.-3:30 p.m.

“Women in the Money” Utah Financial Empowerment Conference, hosted by the Utah Office of the State Treasurer. Event includes keynote presentations, a panel discussion and several breakout sessions. Location is Salt Lake Sheraton Hotel, 150 W. 500 S., Salt Lake City. Cost is \$25. Details are at womeninthemoney.org.

April 23, 8 a.m.-noon

“Advanced Human Resource Management Program,” an Employers Council event on Tuesdays through May 21. Location is the Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$740. Details are at employerscouncil.org.

April 23, 9:30-11 a.m.

“The Innovative Future,” a Utah Technology Council event. Speaker is Andrei Iancu, under-secretary of commerce for intellectual property and director of the U.S. Patent and Trademark Office. Location is UTC, 13693 S. 200 W., Draper. Free. Registration can be completed at Eventbrite.com.

April 23, 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.

April 23, 11:30 a.m.-1 p.m.

Women in Business, a Sandy Area Chamber of Commerce event. Speaker is Susan Madsen, Orin R. Woodbury professor of leadership and ethics and professor of organizational leadership at Utah Valley University, discussing the status, challenges and opportunities for Utah women in the workforce and beyond. Location is Kiln, 26 S. Rio Grande St., Suite 2072, Salt Lake City. Details are at sandy-chamber.com.

April 23, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Hub 801 Events, 3525 Riverdale Road, Ogden. Cost is \$20 for members, \$30 for nonmembers. Details are at ogdenweberchamber.com.

April 23, noon

“The Rise of Women Inventors: Building Bridges for Business Growth.” Keynote speaker is Molly Kocialski, director of the Rocky Mountain Regional U.S. Patent & Trademark Office. Event also will feature a Q&A session with Sara Jones, CEO of InclusionPro; Dr. Terrece Pearman, director of intellectual property and science advisor at Medic.life; Dr. Jennifer Hwu, CEO of Innosys; and Dr. Leena Bhoite, technology manager at the University of Utah Technology & Venture Commercialization. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Free. Details are at <http://www.ip4growth.com/>.

April 23, noon-12:50 p.m.

Spring 2019 Silicon Slopes Lecture Series at Utah Valley University, a 14-week UVU Entrepreneurship Institute event. Topic to be announced. Speaker is Brent Andersen, founder and CEO of Loveland Living Planet Aquarium. Location is Utah Valley University, Clarke Building, Room 101A, 800 W. University Parkway, Orem. Free. Registration can be completed at Eventbrite.com.

April 23, 12:30-4 p.m.

“Local, Diverse and Sustainable Supplier Day,” an Intermountain Healthcare Supply Chain Organization event offering participants a chance to talk with decision-makers, learn about doing business with Intermountain and tour its facility. Location is Intermountain Supply Chain Center, 7302 S. Bingham Junction Blvd., Midvale. Free. Registration can be completed at Eventbrite.com.

April 23, 1:30-5 p.m.

“The Utah Hiring Conundrum: How to Attract, Maximize and Retain Talent in Utah,” a Salt Lake Small Business Development Center event. Location is Salt Lake Community College’s Miller Campus, Miller Corporate Partnership Center, Building 5, Room 101, 9690 S. 300 W., Sandy. Cost is \$25, \$30 day of the event. Registration can be completed at Eventbrite.com.

April 23, 5-7 p.m.

“Recipe for Success” Kick-Off, hosted by the Women’s Business Center of Utah. Event is designed to empower people to start or grow their own food business, to create excitement around the local food and entrepreneurship movements, and to celebrate the efforts and products of female

entrepreneurs in Salt Lake City and Utah residents who are growing thriving food and food-related businesses. Location is Salt Lake Culinary Education, 2233 S. 300 E., South Salt Lake. Cost is \$5. Details are at slchamber.com.

April 23, 6-8 p.m.

Beginning Web Design Class, a Small Business Development Center (SBDC) event. Location is Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 24, 7:30-8:30 a.m.

“Coffee Connection,” a Holladay Chamber of Commerce event. Location is 3 Cups, 4670 S. 2300 E., Holladay. Details are at holladaychamber.com.

April 24, 8-11:30 a.m.

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

April 24, 9-10 a.m.

“Breakfast with the President,” a West Jordan Chamber of Commerce event featuring Aisza Wilde, president and CEO of the chamber. Location is Jim’s Family Restaurant, 7609 S. Redwood Road, West Jordan. Free (pay for what you order on the menu). Details are at westjordan-chamber.com.

April 24, 10-11:30 a.m.

Regulatory and Labeling Workshop, a Women’s Business Center of Utah event featuring two experts from the Utah Department of Agriculture and Food discussing labeling and regulatory requirements for foods that are sold directly to the consumer and foods that are for wholesale. Presenters are Eric Taylor, retail food program manager, and Rebecca Nielsen, cottage food/labeling specialist. Location is Women’s Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$10. Details are at slchamber.com.

April 24, 11:30 a.m.-1 p.m.

“Women on the Rise,” a West Jordan Chamber of Commerce event marking Administrative Assistants Day. Location is The Gathering Place at Gardner Village, 1100 W. 7800 S., No. 24, West Jordan. Cost is \$25. Details are at westjordanchamber.com or utahwomenontherise.com.

April 24, noon-1:30 p.m.

“Food Truck 101: How to

Build a Successful Food Truck,” a Salt Lake Chamber event. Presenter is Eddee Johansen, owner/operator of Yoshi’s Japanese Grill and founder of the Utah Food Truck Co-Op. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$10. Details are at slchamber.com.

April 24, 1-5 p.m.

2019 B2B Expo, a Davis Chamber of Commerce event in partnership with the Davis Conference Center/Hilton Garden Inn. Keynote speaker is Tony Rubleski, president of Mind Capture Group, speaking at 1 p.m. Expo doors open at 2 p.m. Location is the Davis Conference Center, 1651 N. 700 W., Layton. Details are at davischamberof-commerce.com.

April 24, 2-3 p.m.

“Inventory Tracking and Product Pricing,” a Women’s Business Center of Utah event. Presenters are Karin Allen, associate professor and extension food quality and entrepreneurship specialist in the Department of Nutrition, Dietetics and Food Sciences at Utah State University; and Ruby Ward, USU professor in the Department of Applied Economics and entrepreneurship specialist. Location is the Women’s Business Center of Utah, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$10. Details are at slchamber.com.

April 24, 3-4:30 p.m.

“No Graphic Designer? No Problem! Intro to Canva for Business,” a Utah Microloan Fund event. Instructor is Sara Day, co-founder of Even Stevens Sandwiches and current programs manager of client training and outreach at Utah Microloan Fund. Location is Utah Microloan Fund, 154 E. Ford Ave., Suite A, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

April 24, 5-6:30 p.m.

“Trademark Law Basics” Class, a Small Business Development Center (SBDC) event. Location is Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 24, 6-9 p.m.

“The Power of Diversity in Entrepreneurship,” part of the Lectures in Entrepreneurship Series at Westminster College’s Center for Entrepreneurship. Presenter is Tracey Dean, president of the Utah Gay & Lesbian Chamber and founder of Tracey

Dean Financial LLC. Location is Westminster College, Bill and Vieve Gore School of Business Auditorium, 1840 S. 1300 E., Salt Lake City. Free. Registration can be completed at Eventbrite.com.

April 24, 7-8 p.m.

MicroBusiness Mentor, a Small Business Development Center (SBDC) event providing individual coaching to understand what to do for a business plan, marketing, accounting, operations and more. Location is Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 25, 8-9:30 a.m.

“Mindful Practices to Build Resilience,” a South Salt Lake Chamber of Commerce Women in Business event. Presenter is Carolyn Adams. Location is Thumbtack, 12936 Frontrunner Blvd., No. 500, Draper. Cost is \$10. Details are at sslchamber.com.

April 25, 9-11 a.m.

Excellence in Education Awards Luncheon, a Murray Area Chamber of Commerce event honoring 14 teachers and students from the Murray School District, Granite School District and AISU. Location is Brio Tuscan Grille, 6173 S. State St., Murray. Cost is \$25. Pre-registration is required. Details are at murraychamber.org.

April 25, 10 a.m.-noon

“Government Contracting,” a U.S. Small Business Administration (SBA) event. Location is Wallace F. Bennett Federal Building, 125 S. State St., Room 2222, Salt Lake City. Free. Details are at <https://utahsbdc.org/trainings>.

April 25, 11:30 a.m.-12:20 p.m.

Reed and Christine Halladay Executive Lecture Series, a Utah Valley University Woodbury School of Business event. Presentation topic to be announced. Presenter is Scott Anderson, president and CEO of Zions Bank. Location is UVU, Ragan Theater, 800 W. University Parkway, Orem. Registration can be completed at Eventbrite.com.

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

ChamberWest Luncheon, a ChamberWest event. Speaker Soren Simonsen, executive director of the Jordan River Commission, will discuss “Get to the River: What’s Happening at the

CALENDAR

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Jordan River Parkway." Location is TownePlace Marriott, 5473 W. High Market Drive, West Valley City. Cost is \$20 for members with RSVP. Details are available by calling (801) 977-8755 or at chamber@chamberwest.com.

April 25, 4-6 p.m.

Health Care Forum, presented by U.S. Rep. Ben McAdams and Utah Rep. Suzanne Harrison and featuring an open house where different healthcare organizations will be available to discuss services and resources, a panel discussion with healthcare experts, and a town hall Q&A with McAdams and Harrison. Location is Hale Centre Theatre, 9900 S. Monroe St., Sandy. Free. Registration can be completed at Eventbrite.com.

April 25, 5:30-8 p.m.

"Recipe For Success" Resource Fair, a Women's Business Center of Utah event featuring food industry experts sharing secrets on how to make

it in the food industry business. Location is Gallivan Hall, 239 S. Main St., Salt Lake City. Free. Details are at slchamber.com.

April 25, 5:30 p.m.

"Representation Learning in Drug Discovery," a Silicon Slopes event. Speaker Berton Earnshaw, vice president of data science at Recursion Pharmaceuticals, will discuss two important applications of representation learning to drug discovery. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at siliconslopes.com.

April 25, 6-7 p.m.

Accounting Clinic, a Small Business Development Center (SBDC) event featuring one-to-one meetings with a CPA. Location is Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 25, 6-7 p.m.

Health Insurance Clinic, a Small Business Development

Center (SBDC) event. Location is Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 25, 6-7 p.m.

Intellectual Property Clinic, a Small Business Development Center (SBDC) event featuring one-to-one meetings with an IP lawyer. Location is Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 25, 6-7 p.m.

Legal Clinic, a Small Business Development Center (SBDC) event featuring one-to-one meeting with lawyers. Location is Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

"Patent Searching and Public Information Resources," a Salt Lake City Public Library event. Speaker is Alfred

Mowdood, a librarian with over 20 years of experience at the University of Utah and Patent and Trademark Resource Center (PTRC) representative for the state of Utah. Location is the Salt Lake City Public Library, 210 E. 400 S., Salt Lake City. Free. Registration can be completed at Eventbrite.com.

April 26, 7:30-8:30 a.m.

"Eggs & Issues," a Murray Area Chamber of Commerce event. Speaker is Utah Rep. Andrew Stoddard discussing the 2019 legislative session. Location is Anna's Restaurant, 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to everyone. Details are at murraychamber.org.

April 26, 8-10 a.m.

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

April 26, 9-10 a.m.

Pitch Clinic, a West Jordan Chamber of Commerce event for business development professionals to hone their skills in delivering a powerful elevator pitch. Location is West Jordan Chamber office, 8000 S. Redwood Road, West Jordan. Free for chamber members, \$10 for nonmembers. Details are at westjordanchamber.com.

April 26, noon-1 p.m.

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

April 29, 9 a.m.-2 p.m.

State of Utah Reverse Trade Show, an NIGP Utah Chapter event. Event features keynote speaker Mike Mower, chief of staff for Gov. Gary Herbert; a reverse trade show; breakout sessions and manager one-on-ones. Location is the

see CALENDAR next page

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CALENDAR*from previous page*

Karen Gail Miller Conference Center, 9750 S. 300 W., Sandy. Cost is \$150. Registration can be completed at Eventbrite.com.

April 30, 11 a.m.-2 p.m.

Diversity Career Fair 2019, organized by L3 Technologies. Panelists are Emma Houston, director of diversity and inclusion, Salt Lake County Mayor's Office; Margarita Angelo, vice president, diversity recruitment officer, Zions Bank; Selma Mlikota, manager, diversity and inclusion, O.C. Tanner; Nchopla Nwokoma, director of culture, England Logistics; and Cameron Williams, director of diversity engagement, Domo. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Registration can be completed at Eventbrite.com.

April 30, 3-6 p.m.

"Financial Statements for the Small-Business Owner," a Utah Microloan Fund event.

Instructor is Eric J. Marx, an entrepreneur and business investor. Location is Utah Microloan Fund, 154 E. Ford Ave., Suite A, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

May 1, 6-9 p.m.

"The Power of Networking and Collaboration," part of the Lectures in Entrepreneurship Series at Westminster College's Center for Entrepreneurship. Location is Westminster College, Bill and Vieve Gore School of Business Auditorium, 1840 S. 1300 E., Salt Lake City. Free. Registration can be completed at Eventbrite.com.

May 1, 6:30 p.m.

AR/VR Community Chapter Kickoff, a Silicon Slopes event open to anyone interested in seeing the latest AR/VR innovations in Utah. Location is Kiln Theater, The Kiln, 2701 N. Thanksgiving Way, Lehi. Free. Details are at siliconslopes.com.

May 2, 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.

May 2, 8 a.m.-2:30 p.m.

"Managing the Ill or Injured Worker Under the ADA, FML, and Workers' Compensation," an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$205. Details are at employerscouncil.org.

May 2, 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.

May 2, 11:30 a.m.-1 p.m.

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is from Get Healthy Utah. Location is Soy's Sushi Bar & Grill, 4927 S. State St., Murray. Cost is \$20 for members, \$30 for guests. Details are at murraychamber.org.

May 2, 4-6 p.m.

After Hours, an ACG (Association for Corporate Growth) Utah event. Location is Phat Axe, 76 N. 100 E., American Fork. Cost is \$5 for ACG members, \$10 for nonmembers. Details are available by contacting Linda Blake at linda@acgutah.org or (801) 359-8613.

May 2, 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.

May 3, 7:30-8:30 a.m.

"Eggs & Issues," a Murray

Area Chamber of Commerce event featuring networking. Location is Anna's Restaurant, 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to everyone. Details are at murraychamber.org.

May 3, 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://firstfriday-snetworking.com/.

May 3, 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 the-chamber.org.

May 3, 8-9 a.m.

Silicon Slopes Breakfast. Speakers are David Wright

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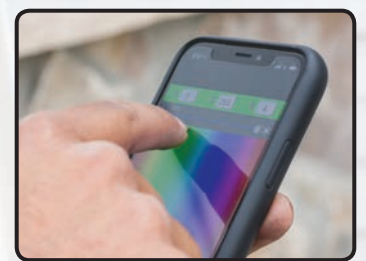


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Opinion

The new NAFTA is exporting the same bad habits – like wage controls

Trade agreements have been greatly successful at lowering trade barriers around the world. But they're not without their flaws. Each agreement, in practice, tends to retain some counterproductive protectionist policies and may even export some bad policies. The United States-Mexico-Canada Agreement (USMCA), or "new NAFTA," is no different.

As soon as Pres. Donald Trump got into office, he threatened to withdraw from the North American Free Trade Agreement. He imposed metal tariffs on steel and aluminum for the stated purpose of forcing Canada and Mexico to renegotiate the 25-year-old trade agreement. The result was the USMCA.

Assessing the impact of this new agreement, a recent International Monetary Fund paper found that on net, the USMCA is more protectionist than NAFTA and will impose net welfare losses on Americans. The main manifestations of this greater protectionism are "tighter rules of origin" and a new minimum-wage requirement for producers of automobiles and auto parts.

NAFTA had some rules on the country where products originate, but it had no minimum-wage requirement. In contrast, the USMCA (assuming it's approved by

Congress), will require that 40 percent of a car is made in plants where the workers are paid at least \$16 an hour or U.S. tariffs will be imposed on those cars.

This minimum-wage requirement is a perfect example of how the United States exports unsound labor regulations to our trading partners through trade agreements, in this case to Mexico. At an industry average of \$3.14 per hour, it's true that the Mexican autoworker wages are generally lower than in the United States. But this reflects the reality that the productivity of workers in Mexico is much lower than that of U.S. workers.

As economists have known for years, artificially increasing the cost of employing workers reduces the number of workers employed. This USMCA provision will therefore drive some Mexican autoworkers out of the auto industry and into even lower-paying jobs.

This argument isn't merely theoretical. It's supported by many empirical studies. While the degree to which minimum wage affects employment varies by sector, the indirectly proportional relationship is real. It hits workers with the lowest skills the hardest. Some workers obviously benefit from the mandated higher wage, but these work-

ers' gains come at the expense of other workers.

Consider the impact of the minimum wage hike from \$11 in 2017 to \$13 last year to now \$15 on New York City's restaurant industry. While most NYC industries were already paying higher wages and were mostly unaffected by the hike, a jobs recession has hit the city's full-service restaurants.

A recent piece in *The Wall Street Journal* notes, "Employment in January dropped 3.7 percent year over year, according to the Bureau of Labor Statistics. At the start of 2018, the Big Apple's sit-down restaurants had 167,900 employees. This January, after the wage bump, it fell to 161,700, a three-year low." According to a New York City Hospitality Alliance survey of full-service restaurants, "Nearly half — 47 percent — planned to eliminate jobs in 2019 to deal with higher labor costs. Three-fourths expected to cut employee hours and 87 percent said they would raise menu prices."

This is the type of policy we'll export to Mexico through the USMCA, and the reason we're doing so is as simple as it is sad: protectionism. Encouraged by U.S. automakers and autoworkers' unions, our politicians believe that this measure will artificially boost demand for cars made in the United States. Want evidence? Speaker

Nancy Pelosi announced that the House of Representatives won't vote on the USMCA until Mexico implements the labor requirements.

Of course, Pelosi claims that this is about "how workers are treated in Mexico" — the assertion being that this provision will do much to raise wages there. It may for some. However, unless the laws of economics are somehow suspended in Mexico, we should expect a negative impact on others.

For instance, faced with higher labor costs, Mexican automakers may choose to give up the tariff-free trade and simply pay an additional levy on their exports instead of raising wages. They might also decide to set up their supply chain outside of the USMCA zone, where labor remains cheap. This law may accelerate the already existing trend toward electric cars using globally sourced software.

Either way, some Mexican workers will ultimately be harmed in the process. And don't count on American workers reaping the benefits of this government-created situation.

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

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VERONIQUE
de RUGY

The left hasn't figured it out yet - nationalism is a popular notion

There are many explanations for Benjamin Netanyahu's victory in the recent elections that have to do with Israel's particular situation — its economic boom, stable security climate and the prime minister's political talent. But he is also part of a much larger phenomenon: the continued strength of populist nationalism around the world — and the continued inability of left-of-center parties to respond to it.

The case for populist nationalism goes something like this. It's a nasty world out there. People are trying to take our jobs, undermine our security, move into our country. The cosmopolitan urban elites don't care; they benefit from these forces. So, we need a tough guy who will stand up for the nation and against the liberals in our midst.

In some variant or another, this is the argument made by Netanyahu, Vladimir Putin, Recep Tayyip Erdogan, Narendra Modi, Viktor Orban, Jaroslaw Kaczynski, Jair Bolsonaro, the Brexiters — and, of course, Donald Trump.

In 1972, the philosopher Isaiah Berlin wrote that nationalism "expresses the inflamed desire of the insufficiently regarded to count for something among the cultures of the world." He placed the roots of modern nationalism in Germany, a country obsessed with finding its place in the sun. But the sentiment — a kind of victim mentality — can be found in almost all modern variations, even among rich and powerful nations.

Look at Putin's claim that Russia has been pushed around by the West since the Cold War, the Chinese obsession with their humiliation since the opium wars, the Israeli right's complaint that the world is biased against Israel and Trump's constant refrain that all foreigners — from Mexicans to Chinese to Europeans — take advantage of America. These leaders promise to rectify the situation and restore their countries' proper standing in the world.

Trump's embrace of the word "nationalism" illustrates the simultaneous attacks on domestic elites (with their politically correct language) and on perfidious foreigners. "We're not supposed to use that word," Trump said in October. "You know what I am? I'm a nationalist, OK? I'm a nationalist. Nationalist. Nothing wrong. Use that word. Use that word."

When asked the next day what he meant by the term, Trump responded, "I love our country. And our country has taken second fiddle. ... We're giving all of our wealth, all of our money, to other countries. And then they don't treat us properly."

Netanyahu, for his part, has long argued that Israel deserves a much better "place among the nations," a phrase that was the title of his 1993 book that argued for a robust Israeli nationalism that is aggressive and unapologetic. Though Israel's strength and security have grown immeasurably, as its historical enemies — Saudi Arabia and Syria, among others — have either become

buddies or basket cases, the argument that the world is against it has somehow persisted.

In fact, despite the pose of victimhood adopted by most of these populists, nationalism is probably the most widely held ideology in the world today. Which American politician today does not speak up for America? The real debate is whether nationalism should be informed and influenced by other values like liberty and equality, and if these two sets of values

conflict, which one should be preferred. That's why the most ardent capitalists — from Friedrich Hayek to Milton Friedman — have always been in favor of globalization and economic freedom above nationalist protections and controls.

The danger for liberals is that they underestimate the power of these raw, emotional appeals. For centuries, liberals have assumed that nationalism was a kind of ir-

see ZAKARIA page 15



FAREED
ZAKARIA



CALENDAR

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and Melanie Alder, co-founders of Pattern. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at siliconslopes.com.

May 3, 8-9:30 a.m.

"Professional Development: The Four Commitments of a Winning Team," a Salt Lake Chamber event. Speaker is Mark Eaton, former NBA All-Star and team-building expert. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$25 for members, \$35 for nonmembers. Details are at slchamber.com.

May 3, 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>.

May 3, 11 a.m.-12:30 p.m.

B.W. Bastian Diversity Lecture Series: "Perspectives on Diversity," presented by Westminster College's Office of Diversity, Equity and Inclusion. Business leaders will discuss how

diversity shapes their operating practices, business decisions, talent development in their industry, and leadership approach. Panelists are Westminster College President Bethami Dobkin (moderator); Raymond Hall, chief human resource officer, Larry H. Miller Management Corp.; Barbara Melendez, attorney at Richards Brandt Miller Nelson; and Davis Smith, founder and CEO, Cotopaxi. Location is Westminster College, Bill and Vieve Gore School of Business Auditorium, 1840 S. 1300 E., Salt Lake City. Free. Registration can be completed at Eventbrite.com.

May 7, 9-11 a.m.

"Pay the IRS Less Without Going to Jail," sponsored by the Internal Revenue Service, Utah Small Business Development Centers and the Utah State Tax Commission. Location is Salt Lake Community College's Miller Campus, Miller Corporate Partnership Center, Room 333, 9750 S. 300 W., Sandy. Cost is \$20. Details are at <https://clients.utahsbdc.org/events.aspx>.

May 7, 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.

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

"Let's Do Lunch," a South Jordan Chamber of Commerce event. Location is Sagewood at Daybreak, 11289 S. Oakmond Road, South Jordan. Cost is \$15 for members, \$20 for nonmembers (costs rise by \$5 the day of the event). Details are at southjordanchamber.org.

May 8, 8:30 a.m.-12:30 p.m.

"IP & Liquidity Conference: Preparing for Capital Markets," a PwC event. Topics include a market update; working with the SEC; executing a successful IPO; and private financing, M&A and secondary transactions. Location is Adobe, 3900 Adobe Way, Lehi. Details are available by contacting Don Hulet at donald.l.hulet@pwc.com. Registration can be completed at Cvent.com.

May 8, 9 a.m.-4 p.m.

Power Women Second Annual Women's Leadership Summit, featuring a focus on high-performance leadership skills, communicating with credibility and leading by design. Location is AGC of Utah, 2207 S. 1070 W., Salt Lake City. Cost is \$249. Details are at www.powerwomenlead.com.

May 8, 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.

May 8, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

May 9, 8 a.m.-noon

"Compensation: Are Your Jobs Price Right?" an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

May 9, 9 a.m.-noon

Golf Tournament, a West Jordan Chamber of Commerce event. Location is Topgolf, 920 Jordan River Blvd., Midvale. Details to be announced.

May 9, 11:30 a.m.-1 p.m.

Lunch & Learn, a Murray

Area Chamber of Commerce event. Speaker is from Keep It Marketing. Location is Soy's Sushi Bar & Grill, 4927 S. State St., Murray. Cost is \$20 for members, \$30 for guests. Details are at murraychamber.org.

May 9, 11:30 a.m.-1 p.m.

May WIB Luncheon, a Davis Chamber of Commerce event. Location is 1075 Legacy Crossing Blvd., Centerville. Cost is \$20. Details are at davischamberofcommerce.com.

May 9, 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>.

May 9, 6:30-8:30 p.m.

"Life Hacks for Productivity at Work," a SCORE event. Location is Sandy City Library, 10100 S. Petunia Way, Sandy. Free. Details are at <https://utahsbdc.org/trainings>.

May 10, 7:30-8:30 a.m.

"Eggs & Issues," a Murray Area Chamber of Commerce event. Speaker is Murray Fire

see CALENDAR page 14

SALT LAKE CHAMBER CLASSIC GOLF TOURNAMENT JUNE 24, 2019

Join us for the Salt Lake Chamber's Classic Golf Tournament on June 24, 2019. Players will have a great day of golf at The Salt Lake Country Club, one of the oldest clubs in the western United States. This year's event will include a 4-person scramble followed by a prime rib buffet and awards luncheon.

The Salt Lake Chamber encourages members to include community leaders, business colleagues, and other VIP guests in their foursomes. Due to popular interest for this event, registrations are taken on a first come first serve basis.

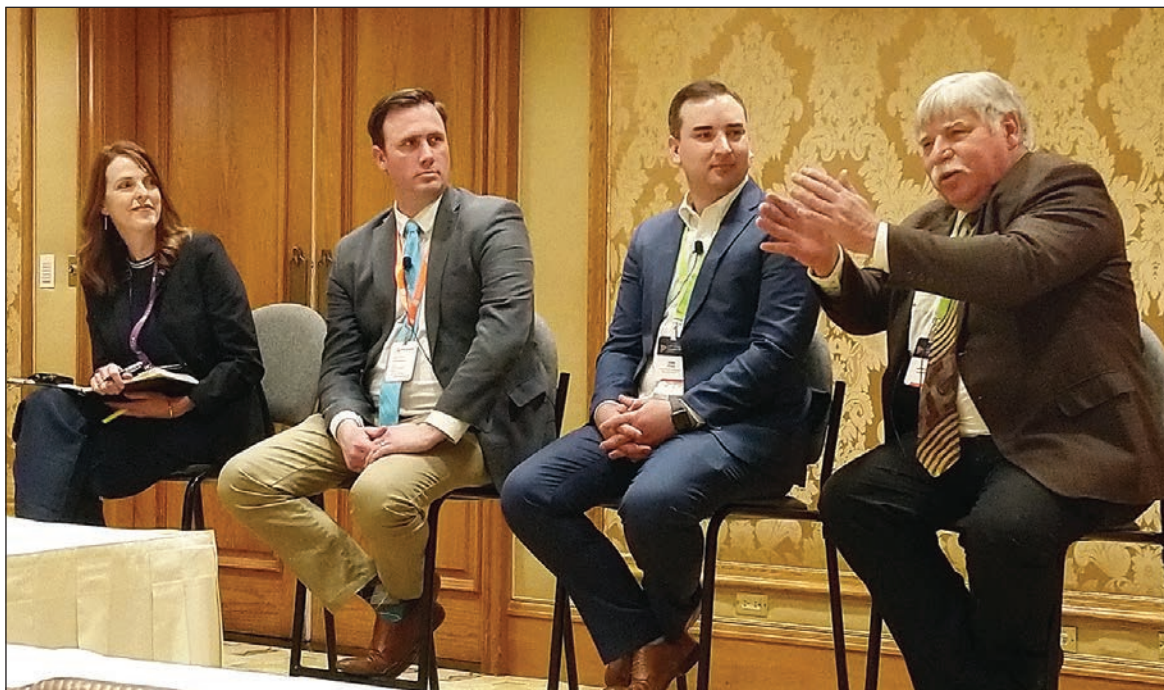
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George Hansen, chief technology officer and co-founder of Heber-based Conductive Composites, makes a point during a panel discussion at the recent Utah Technology Innovation Summit. Listening are (from left) moderator Ginger Chinn, managing director of business services at the Governor's Office of Economic Development (GOED); Michael Armstrong, chief technology officer at Logan-based Electric Power Systems; and Don Willie, executive director of Dixie State University's Technology Innovation and Entrepreneurship Center.

RURAL

from page 1

ing with Utah State University and several other companies on energy storage systems for aircraft propulsion systems and hoping to enable hybrid electric air taxis to have ranges of 150 miles sometime in the mid-2020s. The technology also could allow drones to carry 200 to 500 pounds, enable thin-hulled aircraft to use rural airports currently without commercial service, and allow for less-expensive aircraft flight training.

Heavy-lift drones "would have significant range and be able to deliver goods and services to rural communities at a fraction of the cost of a piloted helicopter," said Michael Armstrong, the company's chief technology officer, who added that lowering operating costs of aircraft could result in dozens of flight training centers through Utah.

"The hub or the mecca for electric propulsion in aerospace hasn't been defined yet," Armstrong said. "We're right at the initial wave of this technology becoming widespread and adopted, and for us, I think we make that Utah."

Meanwhile, for Conductive Composites, based in Heber and with operations in Emery County, the goal is to produce next-generation materials that "answer the combined demands of conductivity and shielding performance in lightweight materials systems" — in other words, plastic and composites that can conduct and shield like metals do. Such composites would be one-fifth the weight and one-fourth the cost of using metal, according to George Hansen, chief technology officer and co-founder of the com-

pany. While that technology has myriad potential applications, the company is concentrating most on using it to protect smartphone data. Currently, the only option for that is to turn off the phone, put it down and hide it, he said.

Why did the companies choose rural locations? While Electric Power Systems is able to tap into partnerships with USU and the Utah Science Technology and Research (USTAR) initiative, panelists also said people living in their areas display ingenuity and a strong work ethic, among other qualities.

"An honest day's work," is how Hansen described it.

"In Emery County, it's a great place to find a lot of space, but what we found were the workers," said Hansen, whose company has 25 people at the two locations. "It's the mindset of hiring somebody who already knows how to weld or already knows how to fix a tractor or already know it's OK to work late and it's OK to work on something you don't know about, because if you've got to get the hay in, you'd better do it. And so that's why we went down there, and we love it."

Electric Power Systems has seen in its employees "the willingness to roll up your sleeves and learn something new and stay late and enjoy what you're doing when it's, in some cases, a stressful environment when you're trying to deliver high-assurance systems to aerospace companies on a timeline," said Armstrong, whose company has 40 workers.

While "rural" is a relative term — "People in Washington (D.C.) think Salt Lake is rural, people in Salt Lake think St. George is rural, and people in St. George think that Enterprise is

rural," Hansen said — operating companies in remote locations has its issues. For Electric Power Systems, there is a need for a better charging infrastructure for electric aircraft, and some workers lack "maturity" because the company's industry niche is so new.

Hansen added that capitalization remains a trouble spot.

"Capitalization of early-stage businesses in Utah is really hard, and the reason it's really, really hard is because in businesses like yours," he said, turning to Armstrong, "you're in it for the long haul. ... [In] Silicon Slopes, go write an app, you'll get money. You'll get money tomorrow if you do a good app. Doing good materials? It's going to take you 10 to 15 years just to graduate the material, let alone to get it into where it's supposed to go. ... The businesses that are really long plays have a really hard time."

Another challenge for innovative rural companies is one their two companies are hoping to change: high-quality university graduates leaving Utah for better employment opportunities. Armstrong said USU provides a high-quality education, but there are not a lot of engineering opportunities in Cache Valley, so the grads move to other states. But many want to return, and he's hoping Electric Power Systems can benefit from that desire.

"One of the things that Utah has exported well for decades is educated engineers," Hansen said. If a person grew up in Salt Lake City, perhaps they might return to work in Price rather than out of state, he said.

"I don't know how to do it, by the way," he acknowledged. "But how do we reach out ... and attract our talent back to Utah?"

Armstrong sees many po-

tential benefits for rural areas if his company can reach its goals. At a time when urban centers are becoming even more urbanized, "what counters that or allows people to live where they want to live is connectivity, and not just, say, information connectivity but also physical connectivity," he said.

A businessperson today might want to establish an office and live in Moab but cannot because shipping costs to and from there might be too high or a customer may find it cumbersome to reach that loca-

tion for a meeting, he said. Both could be addressed with air taxis and heavy-lift drones.

"When you start looking at technology, especially transportation technology, that allows people to live where they want to live and get the ability to transport goods and services in a very effective way," Armstrong said.

"At least in our opinion and in our field, this electrical aerospace revolution is going to enable and change the way we think about physical connectivity."

EXPORTS

from page 1

employment data from 2017, examines the net impacts of both exports and imports of goods and services on U.S. jobs in all 50 states. It also compared 2017 data to pre-NAFTA data from 1992. The study found that trade-supported jobs in Utah increased by 86 percent from 1992 (when NAFTA was implemented) to 2017 — nearly three times faster

than total employment.

The study also found:

- Utah exported \$2.7 billion in goods and services to Canada and Mexico in 2017.

- Goods and services exports account for 11.1 percent of Utah's total GDP.

- Trade has a positive net impact on both the services and manufacturing sectors in all 50 states.

A summary of Utah data from the study can be found at https://s3.amazonaws.com/brt.org/brt_general_trade_ut.pdf.

CALENDAR

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Chief Jon Harris. Location is Anna's Restaurant, 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to everyone. Details are at murraychamber.org.

May 10, 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.

May 10, 8:30 a.m.-3:30 p.m.

Utah Veteran Business Conference 2019, presented by the Utah Veteran Owned Business Coalition and Salt Lake Chamber. Keynote speaker is Jeff Kirkham, co-owner of Black Rifle and owner of Readyman. Location is Salt Lake Community College's Miller Campus, Karen Gail Miller Conference Room, 9750 S. 300 W., Sandy. Cost is \$30. Details are at slchamber.com.

May 10, 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 utahsbdc.org/trainings.

May 11, 10 a.m.-1 p.m.

"Simple Steps for Growing Your Business," a SCORE

event. Location is Salt Lake Main Library, 210 E. 400 S., Conference Room C, Salt Lake City. Free. Details are at utahsbdc.org/trainings.

May 14, 7:15-9 a.m.

Breakfast Meeting, an Association for Corporate Growth (ACG) Utah event. Speaker is Chris Washburn, founder and CEO of Fezzari Bicycle Co. Location is Marriott City Center, 220 S. State St., Salt Lake City. Details are at www.acg.org/utah/events/.

May 14, 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, 8000 S. Redwood Road, West Jordan. Free for chamber members, \$10 for non-members. Details are at westjordanchamber.com.

May 15, 7:30 a.m.-noon

Utah Crowdfunding Summit 2019, organized by the Salt Lake Small Business Development Center and The Mill at Miller Campus. Location is Salt Lake Community College's Miller Campus, Karen Gail Miller Conference Center, 9750 S. 300 W., Sandy. Cost is \$49.87, \$59.87 the day of the event, \$19.87 for high school and college students with IDs, free for children in middle school or elementary school (must be accompanied by parent or adult guardian). Details are at www.utahcrowdfunder.com/.

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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.

INVESTORS

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they are highly or somewhat confident they will have enough money to maintain their lifestyle in retirement, up from 72 percent in November and 69 percent in August.

- Fifty-four percent say they are either somewhat optimistic or very optimistic about economic growth.

- Fifty-eight percent say they are either somewhat optimistic or very optimistic about the unemployment rate.

Meanwhile, the percentage of investors who say it is a good time to invest in the financial markets (64 percent) is roughly the same as the 67 percent in August 2018 and 68 percent in May 2018. Investors are less upbeat about the performance of the stock market (49 percent are optimistic about its 12-month outlook) and about inflation (31 percent are optimistic).

To achieve their investing targets, investors are more likely to say their main investing goal is to maximize growth (61 percent) than to protect from major losses (39 percent).

March 2019 marked the 10-year anniversary of the Dow Jones Industrial Average's low point, which is when the U.S. began to climb out of the 2008-09 Great Recession. Investors say they still feel the influence of the recession. Fewer than half of investors (45 percent) say they feel more confident today about their ability to save for a comfortable retirement

than they did during the Great Recession.

Among different age groups, 47 percent of those ages 18-49, 45 percent of those ages 50-64 and 28 percent of those 65 and older are more confident today. In addition, 60 percent predict that over the next 10 years, the U.S. economy will experience another period as bad as the 2008-09 recession.

At the same, 65 percent of investors say they are better at shrugging off market volatility 10 years later; 35 percent say it bothers them just as much as before.

"As we enter Year 10 of the economic recovery, not even half of investors feel more confident

about their ability to prepare for retirement," said Badorf. "How do we help people feel more confident? It comes down to good advice, services and solutions from a trusted advisor."

The results of this Wells Fargo/Gallup Investor and Retirement Optimism Index are based on a Gallup Panel web survey completed by 1,029 U.S. investors, ages 18 and older, from Feb. 11-17. For the study, the American investor is defined as an adult in a household with stocks, bonds or mutual funds of \$10,000 or more, either in an investment account or in a self-directed IRA or 401(k) retirement account.

ZAKARIA

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rational attachment that would grow weaker as people became more rational, connected and worldly. In fact, Berlin wrote, like a twig that is bent in one direction and has to snap back, as globalization grew in its reach, nationalism would be the predictable backlash.

Populist nationalists understand the core appeal of their ideology. I recently asked a Bolsonaro supporter whether the Brazilian president's economic policies (which are free-market-oriented and reformist) or his cultural nationalism was the key to his appeal. The supporter's answer: Nationalism is the party's core; the economics is simply about efficiency and growth.

Meanwhile, liberals in

America still don't seem to get it. The Democratic Party continues to think that the solution to its woes is to keep moving leftward economically. Recently, Vermont Sen. Bernie Sanders revealed his new "Medicare for All" plan, immediately co-sponsored by four other presidential candidates. The plan will probably require \$2 trillion to \$3 trillion in additional annual tax revenues.

At the same time, Donald Trump tweets about the Democrats' love of "open borders" and insists that he will protect the country and enforce its laws. What if Trump understands the mood of our times better than Bernie Sanders?

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