

OF NOTE



Tapping the brakes

Top U.S. carmakers last week reported declining first-quarter sales, a sign the market is past its peak sales cycle as uncertainty over the future of tariffs and the trade deal with Canada and Mexico continue to weigh on the industry. Sales at General Motors in the three months through March fell 7 percent year-over-year to 665,840 vehicles.

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Summit conclusion: Southwest area growth needs coordination

Brice Wallace
The Enterprise

Growth — and all of the issues associated with it — is exploding in the southwest Salt Lake Valley, but government, private-sector and economic development officials are hoping it happens in a smart way.

Participants on three panels during the recent Western Expansion Economic Development Summit emphasized that all stakeholders need to work together on planning, seeing development occur and addressing problems, in part by understanding that a regional approach must trump the needs and desires of individual

communities.

Alan Rindlisbacher, director of community strategy for the Economic Development Corporation of Utah, said collaboration, cooperation and communication are needed for communities involved in growth and development. “And if we all work together along those lines, we’ll continue to see some strong development and growth that is good for all of us,” he said.

Thomas Wadsworth, business development and corporate incentives manager at the Governor’s Office of Economic Development, said companies considering locating operations in Utah don’t care about

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Tech employment expands presence in Utah workforce

Tech-related employment in Utah grew by nearly 6,000 jobs in 2018 and the tech sector increased its contribution to the state’s economy, according to “Cyberstates 2019,” a new report on the tech sector and tech workforce analytics published by CompTIA, an Illinois-based industry association.

Net tech employment grew by an estimated 5,914 in 2018 and has grown by more than 40,000 jobs since 2010, the report said. With an estimated 143,000 workers, tech accounts for approximately 9.3 percent of the Utah workforce.

The tech sector has an estimated direct economic impact of \$17.7 billion, or about 11.4 percent of Utah’s total economy, according to CompTIA.

“Given Utah’s combination of innovative companies, a well-educated workforce and an unsurpassed quality of life, it is not surprising that tech companies are improving their bottom line by expanding in Utah,” said Utah Gov. Gary Herbert.

“Clearly the broad-based impact of the tech industry touches virtually every community, industry and market across Utah, especially when you consider the hundreds of thousands of knowledge workers who rely on technology to do their jobs,” said Todd Thibodeaux, president and CEO of CompTIA.

The outlook for employment growth remains positive, the report found. In 2018, Utah saw a 111 percent increase in the number of job postings related to emerging technologies, such as the internet of things, smart cities, drones, artificial intelligence, virtual and augmented reality and blockchain.

Cyberstates projects the base of tech occupation employment, a subset of net tech employment, will grow by 21.8 percent in Utah by 2026. Retirements will add even more pressure to meet the need for tech talent.

“The findings attest to a tech labor market that will remain tight as employers balance short-term needs with an eye towards the future,” said Tim Herbert, senior vice president for research and market intelligence at CompTIA. “As digital-human models begin to unfold, employers and employees alike will face new challenges and opportunities in shaping the workforce of tomorrow.”



Paperbox Lofts in downtown Salt Lake City is Utah's first project to be built under the "opportunity zone" investment program created by 2017's federal Tax Cuts and Jobs Act. The development will include 195 apartments as well as retail and restaurant space and a 10,000-square-foot park.

Utah's first 'opportunity zone' project underway in Salt Lake

Provo real estate development company PEG Cos. has broken ground on the first Utah project to take advantage of the federal “opportunity zone” investment program created by the December 2017 Tax Cuts and Jobs Act. Paperbox Lofts is a two-acre development at 160 S. 300 W. in Salt Lake City that will consist of 195 apartment units divided among three buildings, along with retail and restaurant space and a 10,000-square foot “pocket park” open to the public.

The project will offer 39 apartment units designated as affordable housing for people earning 60 percent or below the area’s median income. PEG and its develop-

ment partner, Clearwater Homes Utah, said that Paperbox Lofts is located in a “qualified opportunity zone” (QOZ), one of about 8,700 federally designated geographical areas throughout the United States established to spur economic growth by extending generous tax incentives to investors in those projects.

“Not only does Paperbox Lofts showcase PEG’s great work as a leader in the opportunity zone space, it is also a great example of this exciting, innovative program at work. Policy experts designed this

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Stadler moves operations to new facility in Salt Lake City's Northwest Quadrant



A Caltrain double-deck EMU (electric multi-unit) train car shell destined for the transportation giant's San Francisco-to-San Jose line is moved into place for final assembly in the new Stadler US production facility in Salt Lake City.



BUSINESS ACCELERATOR ACADEMY

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Switzerland-based rail car manufacturer Stadler US has moved its Utah operations from its temporary location in the north end of Salt Lake City to a permanent, state-of-the-art facility near the Salt Lake City International Airport. The company made the move late last month to a location that will likely be in the area to be known as the Utah Inland Port.

Utah was chosen by Stadler in 2015 as a temporary U.S. base while it decided on a permanent location. In 2018, the company announced that it would stay in Utah and began construction on the new plant in Salt Lake City's Northwest Quadrant. Stadler contributed to the development of the area and is now planning on immediately employing a total of 350 workers to complete a project for California's Caltrain rail system.

"It feels great to permanently take root in Salt Lake City and celebrate the beginning of a new age in railroading. That's what this building represents. We are here to stay," said Martin Ritter, president and CEO of Stadler US Inc.

The new 230,000-square-foot building is located on a 62-acre site and consists of five manufacturing bays measuring 45,000 square feet each. Stadler partnered with CenturyLink and Centracom to install a fiber network to deliver high-speed internet access to the company's site and future development in the area. Stadler worked with local rail provider Salt Lake Garfield and Western to install a rail

spur connecting the new facility to the U.S. national rail network, allowing materials from around the world shipped to ports such as Long Beach or Houston to be transported directly to its facility. Stadler is also constructing a 2/3-mile train test track complete with overhead electrical systems. The test track will be used to commission and test trains as they come off the production line and are moved into dynamic testing. Once testing is complete and the train is accepted, it will be shipped to customers across the U.S.

The new Stadler building was designed by Sanders Architects with special attention to employees and offers amenities such as radiant floor heating, skylights and generous natural lighting as well as electric vehicle charging stations, Stadler said. The building, built by OneWest Construction, allows for maximum energy efficiency as well as work efficiency, having been modeled after Stadler facilities worldwide.

The new plant is currently busy producing electric train components for California's Caltrain system for an order of 16 six-car, KISS model, double-decker, multiple-unit trains. Caltrain recently signed an option to expand the order to 19 seven-car train sets which will be assembled in Salt Lake City, the company said.

Stadler has scheduled a ribbon-cutting and grand opening ceremony on May 9 and is inviting the general public to tour the facility.

Stein Erickson, Chateaux realty brokerages merge in Park City

Two Park City-area real estate brokerages that specialize in high-end properties have merged. Stein Eriksen Lodge Real Estate and Chateaux Realty have combined to form the Stein Eriksen Realty Group.

The newly launched boutique-style brokerage will continue to specialize in serving the owners and guests of Stein Collection properties, a collection of more than \$500 million worth of privately owned, luxury real estate at Stein Eriksen Lodge, The Chateaux Deer Valley, The Residences at The Chateaux and the new Stein Eriksen Residences. Stein Eriksen Realty Group will also represent buyers and sellers in the Deer Valley and Park City areas.

"We are thrilled to introduce Stein Eriksen Realty Group to our Stein Collection family and

the Park City community," said Kristen Barber, principal broker of Stein Eriksen Realty Group. "Uniting the exceptional real estate offerings and skilled brokerage teams of Stein Eriksen Lodge Real Estate and Chateaux Realty, coupled with the addition of local, top-performing agents, allows us to provide the finest selection of privately owned properties and the highest level of guest service in luxury real estate."

"What really sets us apart is the exposure to those thousands of guests that pass through Stein Collection doors each day," said Greg Gendron, vice president of residential operations for Stein Collection. "That level of access gives our clients and agents an unrivaled, competitive advantage in the marketplace."

Talent Ready grants available

The Utah Department of Workforce Services has launched the 2019 Talent Ready Utah grant program with a focus on creating more education and industry partnerships. The grant program is dedicated to building more work-based learning and career pathway programs for students and adults participating in the labor force. The department has allocated \$1 million for grants this year.

"The purpose of Talent Ready Utah is to build the state's workforce," said Tami Pyfer, education advisor to Utah Gov. Gary Herbert. "Since my time serving in the governor's office over the last five years, nothing has been more exciting to me than seeing the innovations stemming from this grant program, with education and industry working together and creating more opportunities for students and adults."

Money for the grant program comes from the Department of Workforce Services job growth fund, which is dedicated by the legislature to invest back into the workforce. Since 2009, grants from this program have helped develop or expand more than 244 training programs, creating capacity for over 13,000 individuals participating in work-based learning opportunities.

"These grants are a true win-win," said Melisa Stark, Talent Ready Utah grant program manager at Workforce Services. "Education and industry come together to better fulfill the workforce needs in our state and students and job seekers are provided more opportunities to qualify for high-demand and high-skilled occupations."

HZO pulls plug on Utah

Draper-based HZO, a global developer and marketer of nano-coatings to protect electronics, has run out of space at its Utah facility. The company, which established its headquarters in Utah in 2011, will move to Raleigh, North Carolina's Research Triangle Park by the end of the summer.

"Our new facilities in Research Triangle Park will help ensure we continue to deliver unparalleled service and support to our customers. We're grateful to Salt Lake City, which has been instrumental in helping us achieve this latest milestone," said Simone Maraini, CEO of HZO.

In addition to the need for a larger operating space, Maraini cited a need to access technical talent, new business partnerships and cutting-edge technology. The company's 50 local employees have been invited and incentivized to move with the company to North Carolina, Maraini said. "But we recognize that given various circumstances, not all Utah employees will be available to make the move."

"Raleigh also offers a coastal advantage, putting HZO in a prime location to better support its current global customers and extend its reach into growing markets such as automotive, Internet of things and medical devices," Maraini concluded.

The facilities in Raleigh provide HZO with up to 10 times more U.S.-based manufacturing space, four times more research and development space, and three times more lab space, according

to a release from the company.

HZO employs 320 in its operations in Europe and China and the company has a contract workforce of over 2,000 at 12 factories. The company provides its products to companies across industries including consumer electronics, Internet of things, medical devices and automotive.

FirstMile and IFS360 sold to Japanese firm

Rakuten Super Logistics (RSL), a Japanese e-commerce order fulfillment software company with U.S. headquarters in Las Vegas, has acquired Salt Lake City-based sister companies FirstMile and IFS360. FirstMile and IFS360 provide e-commerce services including warehousing, fulfillment, and shipping.

"We are excited to welcome FirstMile and IFS360 to the RSL family," said Michael Manzione, CEO of Rakuten's U.S. opera-

tions. "The acquisitions will position RSL well in a strategic regional market while offering our clients greater access and choices for growing their business, competing and delivering an improved customer experience."

In a release, Rakuten said the acquisition of IFS360 gives Rakuten immediate access into the Salt Lake City market and that FirstMile offers an opportunity for Rakuten clients to use its transportation network, infra-

structure and experience.

"Becoming a part of RSL's family accelerates our growth and allows us to better support our customer base," said Devin Johnson, CEO and founder of FirstMile and IFS360. "This acquisition fuels our ability to improve our product offerings, grow our infrastructure and increase our scalability, which at the end of the day, creates much greater value for our customers and partners around the world."

Signs.com buys large-format printing firm

Signs.com, a Salt Lake City-based e-commerce sign company catering to businesses and consumers, has acquired Ferrari Color, a large-format graphics provider which has maintained offices in Sacramento and San Francisco in addition to its Salt Lake City headquarters. Signs.com said that the acquisition of Ferrari Color will bring the majority of its manufacturing demands in-house, stream its processes and integrate Signs.com's technology into the Ferrari production process.

"From the beginning, our goal at Signs.com has been to provide the best sign-buying experience available," said Nelson James, co-founder and chief operating officer of Signs.com. "We are confident this acquisition will align with that goal by merging Ferrari Color's acclaimed experience and production with our own expertise in e-commerce and customer service."

For Signs.com, the acquisition adds manufacturing to a high-growth e-commerce platform, according to James. He said it allows for a more streamlined production flow, opening up new capabilities for Signs.com to provide even faster production times and more competitive pricing.

"We are excited about the opportunity to combine the expertise of Ferrari Color and Signs.com into one strong and unified force in the marketplace," said Kirk Green, CEO of Ferrari Color. "At the same time, this will allow us to be more accessible to our customers as they continue to move away from the traditional sales channels to an e-commerce approach."

Founded in 1978, Ferrari Color specializes in tradeshow and retail graphics. Ferrari Color's locations in Salt Lake City, Sacramento and San Francisco will now consolidate to the Salt Lake City

offices of Signs.com.

Founded in 2012, Signs.com prides itself on customer service, one-day production and free design. Combined, the new operation will employ approximately 150.

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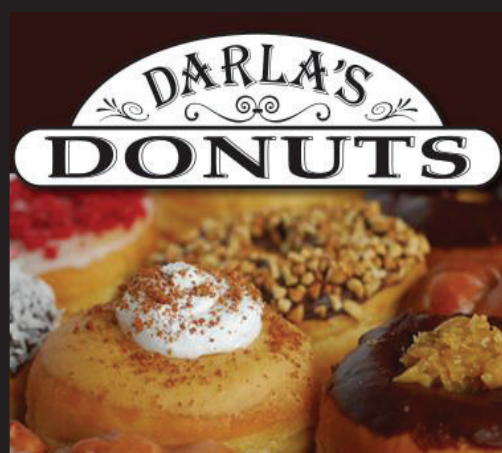
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USPS # 891-300

Published weekly by:

Enterprise Newspaper Group

825 North 300 West Ste. NE220

Salt Lake City, Utah 84103

801-533-0556 FAX 801-533-0684

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Subscription Rates:

Online only, \$65 per year

Print only, \$75 per year

Online and Print, \$85 per year

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Periodical postage paid at Salt Lake City, Utah

POSTMASTER: Send address corrections to:

P.O. Box 11778, Downtown Station

Salt Lake City, Utah 84147

Sunroc buys truss company

Sunroc Building Materials, a construction and building materials company that is part of the Clyde Companies, has acquired Willard-based truss manufacturer Sierra Truss. Sunroc said it bought the company to bolster its truss production capacity in Northern Utah.

Sierra Truss specializes in the design and manufacture of truss and roof systems to serve builders of multifamily homes, single-family homes, and commercial buildings. Sierra was established in 2013.

"We are pleased to have Sierra Truss join Sunroc Building Materials," said Greg Templeman, president of Sunroc. "This acquisition positions Sunroc and Sierra for growth in the greater Ogden and Logan area and north, leverages Sunroc's increased design capacity and combines the overall strengths of Sunroc and Sierra Truss. Sierra Truss' reputation for quality products is a natural fit for our company."

The deal closed April 1 and Sierra now operates as Sunroc Building Materials.

ies. We need to think holistically about the county, our neighboring county and the Wasatch Front."

Rulon Dutson, director of community and external relations for Daybreak Communities, called for discipline enough to "wait for the things that we want to have happen in our communities."

"Sometimes that's hard because we are competing, community to community ... All of the cities, the boundaries touch, obviously, and that growth will [have] impact — what I do on my side of the line will impact what happens on your side of the line," he said. "And if we ignore that reality, then we're going to miss out on other opportunities, because when people from the outside come in, they don't see those lines and to them it makes us appear to be slightly dysfunctional and uncooperative with each other, and that's exactly the picture that we do not want to convey."

Skyler Peterson, senior vice president in Newmark Grubb ACRES' industrial division, said collaboration and communication are important, as are having master plans at the city level, which can alleviate squabbles

among neighborhoods, developers and government entities.

All parties have to communicate with each other in order to eliminate "land grabs," he said. "the discussion we're talking about today is, we do have this open land out west. There are a lot of different opinions of what should go out there [and] that all parties have to come together because it all supports each other. I get that there are these different city levels to each component, but we all tie together here as a community."

Dutson said the southwestern communities have a unique opportunity because they can see how the east side has developed. "Good or bad, right or wrong, like it or not, it's irrelevant. There are lessons that can be learned from how that developed and how I-15 functions or doesn't and how Bangerter now functions or doesn't," he said.

"And now we have this wonderful opportunity with Mountain View Corridor to take advantage of it, utilizing the lessons that have been learned and taking all of the experience and expertise in this room and making sure that is a real promotor for what the west side would like to do, because that's where

the majority of the population growth will occur."

Wadsworth said the Point of the Mountain Development Commission is a prime example of how collaboration can work. The commission worked with cities, residents and a variety of other stakeholders to develop scenarios and address issues related to the development at the current site of the Utah State Prison and surrounding property "to come up with a scenario that made sense for everybody."

"If we can think regionally like that and play out all the scenarios and let data and facts drive decisions rather than politics and rhetoric, I think that's how we start to make really informed decisions about what our lives are going to look like," Wadsworth said.

Already, mayors of southwestern municipalities are meeting monthly to discuss issues and are working on a visioning study for the area.

"Cities are always going to be in competition with each other for different things, but there are also things that we can work together on ... and we have done that," said West Jordan Mayor Jim Riding. "From that standpoint, it's been a good thing to work together as a southwest community. As we mentioned, the growth is happening here in this part of the valley."

"We face a lot of the same challenges and have a lot of the same demographics," Riverton Mayor Trent Staggs said of the municipalities. "We need to think regionally but act locally. ... We recognize that with a county like Salt Lake, where the cities are basically wall-to-wall, we can't just think within our border."

Wadsworth said the "smart" portion of smart growth includes a recognition that things in the area have changed and will continue to change.

"But I think the smart portion of that is, how do we make sure that we grow in a way that maintains the things we like about Utah?" he said. "When we talk to companies, we always say we don't want to become Austin or Seattle or San Francisco or any of those locations because we would lose our competitive advantage. Because at the core of economic development for the state of Utah, as we're talking with companies, it really is the quality of life that we experience here."

If issues such as high housing prices emerge from all the changes, "then we're no different than anybody else," he said, "and that's going to hurt us in the long run."

SOUTHWEST

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municipalities when making their decisions.

"To companies, municipal lines are literally just lines on a map to them," he said. To them, "it's the Greater Salt Lake City area, and I think we need to start thinking in that type of mindset, especially along the western side of the valley."

Neighboring municipality borders may have conflicting

growth goals, but those are "extremely detrimental" to smart growth, he said.

"When we start thinking of each other as this is all one big area, and we're all going to benefit from growth that may not happen right next to us or may happen right next to us, I think that's when we can start putting our heads together and say, 'What's the best way to grow?' I think what becomes really dangerous is when we start thinking about our little subdivision, our own city, our own three or four cit-



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UofU engineers studying ways to enhance electrical grids to withstand city power outages

When the power goes out in a city, it is vital to bring back power as soon as possible for first responders and critical infrastructure. To that end, University of Utah electrical and computer engineering assistant professor Masood Parvania and his team at the Utah Smart Energy Laboratory (U-Smart) have received a three-year, \$4.4 million research award from the U.S. Department of Energy Solar Energy Technologies Office (SETO) to advance solar energy's role in strengthening the resilience of the U.S. electricity grid. The goal of the project is to develop an automated resilience management system (ARMS) to enhance the city's power grid in case of a power outage.

"It is critical to ensure resilience of power supply to emergency services and first responders, such as hospitals, after a major

power outage caused by widespread events like natural disasters," Parvania said. "The ARMS solution will use distributed solar photovoltaics, distributed energy resources, fault detection sensors and distribution monitoring and switching equipment to improve the resilience of critical infrastructure and emergency centers."

The project partners include PacifiCorp, the Utah Governor's Office of Energy Development, Idaho National Laboratory and Washington State University.

"In a rapidly evolving energy landscape, we are proud to see Utah's collaborative partnerships demonstrate national leadership in energy research and planning to advance grid resilience," said Laura Nelson, Utah Gov. Gary Herbert's energy advisor and executive director of the Governor's Office of Energy Development.



Professor Masood Parvania of the University of Utah's Smart Energy Laboratory is directing research funded by the U.S. Department of Energy Solar Energy Technologies Office to develop an automated resilience management system to enhance a city's power grid in case of a power outage.

"In Utah, our renewable portfolio is expanding and we rank fifth nationally for installed solar capacity. This grant enables us to analyze opportunities presented through greater integration of new, intermittent resources and maintain resilience, security and affordability."

Rocky Mountain Power, a division of PacifiCorp, which services more than one million custom-

ers in Utah, Wyoming and Idaho, will work with the Utah Smart Energy Laboratory to test and validate the technology at multiple locations in Utah.

"Implementation of the ARMS solution will provide the framework to substantially improve real-time information exchange with field devices and reduce the time spent to locate, isolate and restore power to emergency services and

critical infrastructure," said Rohit Nair, grid solutions manager at Rocky Mountain Power.

The University of Utah was selected to receive this award as a part of the Energy Department's effort to invest in new projects that enable grid operators to rapidly detect physical and cyber-based abnormalities in the power system and utilize solar generation to recover quickly from power outages.

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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 Department of Airports and the Salt Lake Arts Council are accepting submissions through April 17 for artists wanting their work at an installation at the New SLC Airport, the renovation project at the Salt Lake City International Airport. Among the art installations at the project will be The New SLC Art Wall, a large installation located at the TSA security checkpoint. The installation will be approximately 30-by-11 feet. The artwork should speak to the spirit, cultures, people and context of Utah. The Salt Lake Art Design Board and airport representatives will review the submissions and narrow it down to three finalists. Those three finalists will visit the construction site to view where the piece will be installed before proposing concepts for the space. One artist will be selected for the final installation. Details are at www.saltlakepublicart.org. Submissions will be accepted via the CaFÉ website (www.callforentry.org) until 11:59 p.m. April 17.

DIRECT SALES

• **Nature's Sunshine Products Inc.**, Lehi, has appointed **Eddie Silcock** as executive vice president and president of North



Eddie Silcock

America. Silcock has more than 20 years of experience, most recently serving as chief sales officer of Perfectly Posh. He also was executive vice president of global sales at Young Living Essential Oils. He started his career at Avon Products Limited, holding several senior sales positions spanning over 22 years.

ECONOMIC INDICATORS

• Utah ranks No. 11 among states in a study focusing on seniors having a positive impact on a state's economy. The study was undertaken by **SeniorLiving.org** and used data from the U.S. Census Bureau. The rankings were based on four factors: the percentage of

seniors with household income of \$60,000 or more, where Utah was ranked 10th among states; the percentage of seniors in the workforce, 16th; the percentage of seniors with Medicare coverage, fifth; and the percentage of seniors receiving SNAP or food stamps, 29th.



EDUCATION/TRAINING

• The Utah State Board of Regents has approved the first doctoral program at **Weber State University**: a **Doctor of Nursing Practice (DNP)**, which will be offered in two emphasis areas: Family Nurse Practitioner (FNP) and Leadership. Contingent on receiving approval from the Northwest Commission on Colleges and Universities, the DNP expects to begin admitting 35 students this fall. With this degree, Weber State will now provide education for every level of nurse, from the practical nurse to the registered nurse to the doctoral-prepared nurse. Currently, two institutions in Utah provide accredited DNP programs: University of Utah, which provides a number of specialty DNP programs, and Rocky Mountain University of Health Professions. Weber State anticipates 20 annual program graduates in the family practice emphasis and 15 graduates in the leadership emphasis in each of years three, four and five following program implementation.

EXPANSIONS

• **Sportsman's Warehouse**, Midvale, has announced plans to open a store in Fort Wayne, Indiana, this summer. The company's first store in Indiana will have over 24,000 square feet of hunting, shooting sports, fishing, camping, apparel and footwear merchandise. When it

opens, Sportsman's Warehouse will have 95 stores in 25 states.

HEALTHCARE

• **PolarityTE Inc.**, a Salt Lake City-based biotechnology company developing and commercializing regenerative tissue products and biomaterials, has hired **Richard Hague** as chief operating officer. He succeeds **Dr. Ned Swanson**, who will continue as PolarityTE's chief translational medicine officer. Hague's career in the biotechnology industry spans more than 30 years. He joins PolarityTE from Anika Therapeutics, where he served as chief commercial



Richard Hague



Ned Swanson

officer. Prior to that, Hague was vice president of sales and marketing at TEI Medical. Hague also spent a significant portion of his career at Genzyme and later Sanofi (after Sanofi's acquisition of Genzyme).

MILESTONES

• **Fabian VanCott**, Salt Lake City, is marking the 100-year anniversary of the original Fabian firm in April. Harold Fabian co-founded Fabian & Clendenin, which merged four years ago with the former firm of VanCott, Bagley, Cornwall & McCarthy, which itself dates back 144 years. Fabian VanCott now has more than 80 attorneys and offices in Salt Lake City and Las Vegas. Harold Fabian died in 1975. The company is marking the anniversary with several community service efforts, including making a sizable donation to the new Interpretive Center at Dead Horse Point, scheduled to be completed in honor of Fabian later this year.

PHILANTHROPY

• **Foremost Interiors**, Salt Lake City, has announced that nonprofit **Victory Outreach** ministries has been named the recipient of a "Design For A Difference" makeover. The project is nearly complete at the church's 2358 S. Main St., Salt Lake City, location. Foremost Interiors serves as the local sponsor for "Design For A Difference," which is presented by the **International Design**

Guild in the U.S. and Canada. Dave Aland and Foremost Interiors renovated the pastor's office and created a children's room and a nursery using space formerly used as storage.

RECOGNITIONS

• **Bean Trailer** recently was named the 2019 "Coolest Thing Made In Utah" in a competition undertaken by the **Utah Manufacturers Association** to improve and enhance public awareness of manufacturing and the products made in Utah. The competition received 222 nominations and the submissions were advanced through public votes online. Bean Trailer won the final-three public vote. Other finalists were **Capstone Nutrition** and **Edwards Lifesciences**.

• **Vivint Smart Home**, Provo, has been recognized as the "Top Home Security System of 2019" by *U.S. News & World Report's* 360 Reviews team. In its new guide to home security, *U.S. News* calls the Vivint system the "best for a complete package of home security and automation," and also ranks it the "Best Pro Installed Security System" and "Best Home Security System with Cameras." *U.S. News* evaluated specific home security categories based on consumer needs. The 360 Reviews team applied a methodology that included a nationwide consumer survey, opinions from independent security experts and third-party reviews.

• A pair of Utah companies — **MX**, Lehi, and **Finity**, Murray — are among the 2019 "Best Fintechs to Work

For." MX was ranked 18th and Finity was No. 39 on the list of 50 companies with exceptional workplace culture. The awards are determined by a two-part survey process. The first part evaluated workplace policies, practices, philosophy, systems and demographics, and the second part measured employee satisfaction. The combined scores determined the winning companies and final ranking. The awards program is a project of **SourceMedia** and **Best Companies Group**.

• **Thrive Smart Systems** recently won the \$40,000 grand prize and first-place title at the **2019 Utah Entrepreneur Challenge** at the University of Utah. The event featured the best collegiate entrepreneurs in Utah competing for \$100,000 in cash and prizes. It is a statewide business-model competition open to all university students in the state. It is managed by the Lassonde Entrepreneur Institute, an interdisciplinary division of the David Eccles School of Business, and sponsored by Zions Bank. Thrive, from Brigham Young University, is a wireless sprinkling system designed to be reliable, environmentally friendly and affordable. Other winners in the event included **SHERO** with second place (\$10,000), **DeGraw Custom** with third place (\$5,000), **DeGraw Custom** with the **Stoel Rives Best Technology Award** (\$3,000), **True Adherence** and **NALZA** with the **Emerging Entrepreneur**

see BRIEFS next page



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Industry Briefs

from previous page

Awards (\$2,000 each), **Desert Oak Phototherapy** with the online voting **People's Choice Award** (\$1,000), **Blue and White Collar for Best Speed Pitch Award** (\$1,000), **SHERO and Blue and White Collar for Sustainable Business** (\$5,000 each), **DeGraw Custom for Bootstrap** (\$2,000), **Freyya for Prototype** (\$1,000), **Quantum Snow for Best Video** (\$1,000), and **Beacon Sleep Solutions for People's Choice Showcase** (\$1,000).

• **Noisy NICU Cap**, a team from American Heritage High School, won the grand prize of \$7,000 in the **2019 High School Utah Entrepreneur Challenge**, a program managed by the Lassonde Entrepreneur Institute, an interdisciplinary division of the UofU's David Eccles School of Business, and sponsored by Zions Bank. The state's top high school entrepreneurs won \$30,000 in cash and prizes at the event. Noisy NICU Cap's idea is a cap that protects newborn babies from the loud sounds experienced in the NICU. Second place (\$5,000) went to **Career Rocket**, a team from Waterford High School, and third place (\$2,000) went to **Enable Helmets**, a team from Park City High School. **The Bad Hair Co.** (Desert Hills High School) earned the **People's Choice Award** (\$1,000). **Dormmock** (West High School) won the **Best Prototype Award** (\$500). The **STEM Entrepreneur Award** (\$1,000) went to **H2ONE: Vita Portable Water Filter** (Bountiful High School). The **Top Online Vote Award** (\$500) went to **The Quick Pitch** (Cyprus High School). **Little Healthcare** (West High School) won the **Judges Award** (\$1,000). Participants earning Lassonde Studios schol-

arships of \$1,000 each are **Jonny Vizmeg** (Dormmock), **Carson Young** (H2ONE: Vita Portable Water Filter), **Hridhay Suresh** (Parallel), **Kaden Terry** (CheapEats), **Kyla Schramm** (GrowGrub), **Samantha Davis** (GrowGrub), **Ben Gubler** (FamTrack) and **Nicholas Wankier** (Sporknife).

• Four Utah companies have been ranked in the **2018 Corporate Equality Index** released recently by the **Human Rights Campaign Foundation**, an educational arm of an LGBTQ civil rights organization, based on meeting strengthened criteria to meet the evolving needs of the lesbian, gay, bisexual, transgender and queer community around the world. Nationally, 892 companies and law firms were rated in the new index. The report also unofficially rated 135 Fortune 500 companies that have yet to respond to an invitation to participate in the CEI survey assessing their LGBTQ policies and practices. The average score for companies and law firms based in Utah is 63 percent. The four Utah companies rated are **CHG Healthcare Inc.**, Midvale, with a rating of 85; **Overstock.com**, Midvale, 70; **SkyWest Airlines Inc.**, St. George, 70; and **Gastronomy Inc.**, Salt Lake City, 25. The full report is available at www.hrc.org/cei.

• A 30-student team from **Brigham Young University** is competing against more than 130 other colleges nationwide in the **2019 National Student Ad Competition** sponsored by the nonprofit **American Advertising Federation**. This year's real-world marketing challenge supplied by national hot dog chain **Wienerschnitzel** is to rethink the health image of the all-American hot dog. **Wienerschnitzel** operates seven restaurants in Salt Lake

City. **BYU** students will present their campaign to industry judges on April 27 at the University of Colorado as the first step of a competition culminating with the announcement of the winning school on June 5. Students from the winning team announced by the federation in June will work with **Wienerschnitzel** to produce at least a portion of their winning campaign.

SCHOLARSHIPS

• **Leah Joyner** has received the 13th annual **Dianne Nelson Binger Scholarship** from **Visit Salt Lake**. The scholarship honors VSL's former president and CEO and her legacy to the Salt Lake hospitality community. It is bestowed annually to a female student at the University of Utah in the Department of Parks, Recreation and Tourism of the College of Health. Joyner is a Ph.D. student, teaching and research assistant in parks, recreation and tourism at the UofU. Her research focuses on food justice, sustainable tourism, agritourism, and additional ethical aspects of food-related leisure experiences. Joyner has worked with farmers and tourism industry partners on agritourism development projects both in the U.S. and internationally. She currently serves as a research fellow with the Race, Ethnicity and Social Equity in

Tourism (RESET) Initiative.

SERVICES

• **Fulcrum Partners**, a Florida-based executive benefits consultancy, has opened **Fulcrum Partners Salt Lake City** at 8706 S. 700 E., Suite 105, Sandy. The office will serve new and ongoing clients in the Intermountain West. Managing director



Phil Currie Jr.

Phil Currie Jr., who founded **Fulcrum Partners** Los Angeles and now heads **Fulcrum Partners** Newport Beach, will also lead the team in Salt Lake City. **Fulcrum Partners** financial consultants **Adam Monson** and **Tom Cook** also will be part of the team in the Salt Lake City office.

TECHNOLOGY/LIFE SCIENCES

• **Appliqate**, a Wyoming corporation, has acquired a minority stake in Utah-based **NUI Social**. **Appliqate** also acquired ownership of its digital wallet assets and intellectual property. **NUI** was founded in 2017 and has over 300,000 sales representatives focused on providing people the opportunity to earn money by bringing exposure to digital applications

on an array of platforms. **NUI** has recorded as many as 10 million app downloads surveys and other activities in a one-month period. **Appliqate** has acquired equity in **NUI** for 15 million restricted common shares of stock issued by the treasury of the company. In preparation for the acquisition and other future goals, the majority shareholder of the company has agreed to return 115 million shares of stock to the company treasury, allowing the company to complete the transaction and set aside 100 million shares to establish an employee stock option program for its **Appliqate** affiliates without any dilution to the shareholders.

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Succeeding in Your Business

When customer service bumps up against economic reality

On a recent business trip to a popular beach resort in California, I was called upon to find a good local restaurant for two important California-based contacts who wanted to meet with me over dinner.

As it so happened, both of them liked steakhouses, and the hotel where I was staying boasted one of the top steakhouses in the area.

I made it a point to check out the restaurant. It had a gorgeous interior design, an impressive wine list and write-ups from just about every gourmet magazine imaginable. The restaurant also had a large bar area with seating, but this was clearly separated from the more formal dining area. Duly impressed, I made a reservation for three at 6 p.m.

When my guests arrived at the hotel, I was surprised to find a jazz trio playing in the bar area of the restaurant. Not bad. We sat down, ordered our meals (which, for the record, were delicious) and began our business discussions.

All of a sudden, around 6:30 p.m., the noise level from the bar rose to a level where my colleagues and I could not hear ourselves think. At the same time, the restaurant's waitstaff disappeared. We did not see a waiter for at least 15 to 20 minutes. We, along

with the other couples having dinner at the restaurant, all commented on the change in atmosphere.



CLIFF ENNICO

When I excused myself to go to the men's room, I found 35 tipsy people sitting around a large table in the bar area. Wearing Hawaiian shirts and board shorts, these people were screaming at each other, singing along with the band and breaking into choruses of "Happy Birthday" every few minutes.

Virtually all of the waitstaff was attending this raucous party.

When I asked a waitress what was going on, I was told it was a convention of surfing enthusiasts (as in "Cowabunga!" and "Gnarly, dude!") that was staying at the hotel and had just showed up en masse at the restaurant to have dinner together.

When I complained that the restaurant was ignoring its other (presumably higher-paying) guests and blowing its image as a high-class venue for expense account diners, the waitress said she would speak to the manager. I asked that someone tell the surfing party to pipe down, as they were disturbing other diners in the restaurant. The manager never showed up, the party continued in full swing and the dining room patrons did not see a waiter for another 20 minutes. Two

tables of guests left the restaurant without paying their bills, and no one stopped them.

Needless to say, my colleagues were a bit put out. One of them said, "Cliff, if we had wanted this sort of environment, we could have gone to T.G.I. Friday's or Hooters! This is ridiculous for what we're paying." To appease them, I treated them to dinner. The waiter received no tip. I apologized but told him the restaurant's failure to control the surfing party might possibly have cost me much more — a relationship with some key clients. (When stuff like that happens, everyone questions your judgment, not the restaurant's).

On our way out the door (the surfing party still in session, with dancing at the bar and high-volume requests for Beach Boys classics from the jazz trio), I once again asked for the manager but was told he was too busy to speak to me because he was personally waiting tables for the surfing party. I had already made up my mind to write a column about that evening — about how restaurants and other small businesses need to cultivate the image their clientele demands and stick with it, to avoid giving their customers flea-market service at Cartier prices, etc.

But that's when things — and my mood — changed.

The lady at the cash register apolo-

gized profusely for the chaos and told me, "We really had no choice but to take these surfer people. You are right, we pride ourselves on being a high-class establishment. But the tourist business has been off badly this year, and that's affected the local business community. Frankly, we're not seeing as many customers like you. When a party of 35 people shows up unannounced, unfortunately we cannot turn them away. We need their money too badly."

I'm still not happy with the way the restaurant managed things that evening. Someone (preferably the manager) should have explained the situation to me and my guests and should have offered some sort of discount (or at least a free drink) as an apology for the disruption. They should have kept at least one waiter focused on the dining room so customers didn't have to wait an hour for their creamed spinach.

Still, it's hard to fault the cash register lady's logic. Coping with troubled times often means throwing away the rule book and doing whatever it takes to survive. Gnarly, dude.

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 9, 7:15-9 a.m.

Breakfast Meeting, an Association for Corporate Growth (ACG) Utah event. Speaker is Robert Spendlove, senior vice president and economic and public policy officer at Zions Bank. Location is Marriott City Center, 220 S. State St., Salt Lake City. Details are at <https://www.acg.org/utah/events/>.

April 9, 7:30 a.m.-3 p.m.

Women in Business “Spring Into Success” Conference, a ChamberWest event. Keynote speakers are Leena Rinne, vice president of consulting at Franklin Covey and co-author of two books; and Brig. Gen. Christine M. Burckle, commander of the Utah Air National Guard. Event includes nine breakout sessions, including Shannon Happe, a two-time Olympic medalist, discussing “Epic Goal Setting,” and other breakouts titled “Creating Your Personal Brand”; “Laughing Yoga”; “Juggling Home, Work and Life”; “Servant Leadership” and “Employment Equality.” Location is the Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$75 for members with RSVP. Details are at www.chamberwest.com.

April 9, 8-11 a.m.

“The Business of Health” Symposium, presented by the Salt Lake County Health Department, Salt Lake Community College and Get Healthy Utah. Speakers include Lt. Gov. Spencer Cox and Scott Hall, senior vice president of the Kansas City Chamber. Location is the Viridian Event Center, 8030 S. 1825 W., West Jordan. Free. Registration can be completed at Eventbrite.com.

April 9, 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 nonmembers. Details are at westjordanchamber.com.

April 9, noon-12:50 p.m.

“Revive and Thrive,” part of the 14-week Spring 2019 Silicon Slopes Lecture Series at Utah Valley University, a UVU Entrepreneurship Institute event. Speaker is Brent Bennett of Hub

International Ltd. Location is Utah Valley University, Clarke Building, Room 101A, 800 W. University Parkway, Orem. Free. Registration can be completed at Eventbrite.com.

April 9, 3:30-5 p.m.

Association of Talent Acquisition Professionals UT/SourceCon SLC Meetup. Location is Salt Lake Community College’s Miller Campus, 9690 S. 300 W., third floor, Sandy. Free. Registration can be completed at Eventbrite.com.

April 9, 6-9 p.m.

2019 Annual Celebration, a South Salt Lake Chamber of Commerce event. Location is Maverik Center, Centennial Room, 3200 Decker Lake Drive, West Valley City. Cost is \$75. Details are at sslchamber.com.

April 10, 9 a.m.-noon

SBA Rural Road Show, a U.S. Small Business Administration event featuring information about rural initiatives and programs. Location is Morgan County offices, auditorium, 48 W. Young St., Morgan. Free. Details are at <https://www.sba.gov/tools/events>.

April 10, 11 a.m.-2 p.m.

“How to Do an Open House Right,” presented by Meier’s Catering and focused on putting on a customer or vendor open house/networking event. Location is the Garden Building at This is the Place – Heritage Park, 2601 Sunnyside Ave., Salt Lake City. Free for event planners, company party planners and committees, and those office personnel in charge of ordering food and company events. RSVPs are required and can be completed at www.meierscatering.com/rsvp, emailing info@meierscatering.com or calling (801) 278-4653.

April 10, 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 is Outback Steakhouse, 372 E. University Parkway, Orem. Details are at thechamber.org.

April 10, 11:30 a.m.-1 p.m.

“Let’s Do Lunch,” a Sandy Area Chamber of Commerce event. Location is The Bean Yard, 883 E. 9400 S., Sandy. Cost is \$20 for members, \$25 for nonmembers. Details are at sandychamber.com.

April 10, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is The Copper Nickel, 2450 Grant Ave., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

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

Murray Women in Business Meeting. Speaker Wendy Bird, founder of Pearls with Purpose, will discuss “Six Key Traits to Learn by Doing.” Location is Twigs Bistro & Martini Bar, Fashion Place Mall, 6223 S. State St., Murray. Cost is \$20 before April 8. Details are at murraychamber.org.

April 10, 5:45-9 p.m.

“DevMountain Code 180,” a Code180 event that is a hands-on workshop for entrepreneurs, small-business owners, professionals and others to learn how to code in 180 minutes. Location is DevMountain, 4100 N. Chapel Ridge Road, Suite 350, Lehi. Free. Registration can be completed at Eventbrite.com.

April 10, 6-9 p.m.

“The Power of Female Entrepreneurs,” part of the Lectures in Entrepreneurship Series at Westminster College’s Center for Entrepreneurship. Main speaker is Rose Maizner from Renewable Tech Ventures. 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 11, 9 a.m.-noon

“The Blockchain and Cryptocurrency Summit,” an Exit Club event with the theme “What Can Blockchain Do for My Business?” The Exit Club, an invitation-only network for serial entrepreneurs and investors, is opening the event to all who would like to attend for a presentation on the applied uses of blockchain in business. The summit will include presentations on the applied uses of blockchain in business from industry experts, including Richard Swart, a founding member of the Silicon Valley Blockchain Association; Eric Tippetts, co-founder of the NASGO Blockchain Internet Application Platform; Jim Dowd, founder and CEO of North Capital Private Securities; Anthem Blanchard, CEO of Hercules; and Stanton Huntington, general counsel

at Medici Ventures. Location is Hidden Valley Country Club, 11820 S. Highland Drive, Sandy. Registration can be completed at Eventbrite.com.

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

“Lunch & Learn,” a Murray Area Chamber of Commerce event. Speaker is from Volunteers of America. 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.

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

April WIB Luncheon, a Davis Chamber of Commerce event. Speaker Sandy Hendry, founder of Minky Couture, will discuss “It’s Never Too Late to Jumpstart Your Career.” Location is Minky Couture, 1782 Woodland Park Drive, Layton. Cost is \$20. Details are at davischamberofcommerce.com.

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

“Leadership Strategy and Achieving Your Goals,” part of the Reed and Christine Halladay Executive Lecture Series, a Utah Valley University Woodbury School of Business event. Presenter is Anthony F. Mirabile, managing director of IMD operations, Goldman Sachs & Co. Location is UVU, Ragan Theater, 800 W. University Parkway, Orem. Registration can be completed at Eventbrite.com.

April 11, 3-4:30 p.m.

“Websites with a Purpose,” a Utah Microloan Fund event. Instructor is Paula Sageser, founder of PCS Creative Services. Location is Utah Microloan Fund, 154 E. Ford Ave., Suite A, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

April 11, 4:30 p.m.

“Wine and Whine,” a South Jordan Chamber of Commerce event. Location is Wing Nuts, The District, 11580 S. District Main Drive, South Jordan. Details are at southjordanchamber.org.

April 11, 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>.

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

“How and When to Network with Others in the Industry,” a SCORE event. Location is Sandy City Library, 10100 S. Petunia Way, Sandy. Free. Details are at <https://www.sba.gov/tools/events>.

April 12, 7 a.m.-1 p.m.

Gardner Law GC Summit, designed for attorneys, compliance and regulatory personnel who work at medical technology and pharmaceutical companies. Topics covered include commercial regulatory compliance, privacy, FDA product submissions and recent warning letters. Location is Cliff Lodge at Snowbird, 9320 Cliff Lodge Drive, Snowbird. Free. Registration can be completed at Constantcontact.com.

April 12, 7:45-9 a.m.

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

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

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

April 12, 11:30 a.m.

Second Friday Casual Lunch, a ChamberWest event. Location is Wild Ginger Asian Cuisine, 4782 W. 4100 S., West Valley City. Details are at chamberwest.org.

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

“Trends in Housing for Utah’s Aging, Active Population,” a ULI (Urban Land Institute) Utah event. Panelists are Mark Erickson, managing director, Summit Vista; a representative from Taylorsville; Mark Pace, partner, Gardner Cos.; Marcus Cordova, Summit Vista; Connie Wittich, founding partner, Metropolitan Studios; and a Summit Vista resident. Location is Summit Vista, 3390 W. Signal Peak Drive, Taylorsville. Details are at <https://utah.uli.org/event/>.

April 12, noon-2 p.m.

Silicon Slopes Town Hall, with the theme “Infrastructure for the Technology Boom.” Panelists are Lt. Gov. Spencer Cox; Sandy City Mayor Kurt Bradburn; and Robert Grow, president and CEO of Envision Utah. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Free. Registration can be completed at Eventbrite.com.

April 12, noon-1 p.m.

Silicon Slopes Live, a lunch and live recording of a Silicon

CBRE releases 2019 Salt Lake City real estate market outlook

Commercial real estate brokerage CBRE has released its annual "Salt Lake City Real Estate Market Outlook" report and by all accounts, 2018 was a very good year for the industry. The publication highlights the performance of the local commercial real estate market during 2018 and provides insights into expectations for the year to come.

Though all markets performed well, one of the highlights of 2018 was the investment sales market, which achieved a record \$2.6 billion in sales volume, the report found.

"Looking back, 2018 was an excellent year; looking ahead, 2019 will present new challenges, as well as opportunities," said Lloyd Allen, managing director of the Salt Lake City office of CBRE. "Although global economic conditions are likely to be more challenging, we expect moderate growth in Utah during the coming year — growth that will be broadly supportive of commercial real estate markets."

Some of the key findings highlighted in the report include:

Industrial Market

Broad-based user activity continued historic levels of activity — even among late-cycle concerns — thus instilling confi-

dence among developers and investors. This activity is likely just the beginning as Utah's business economy continues performing well. Overall population and job growth will help provide the necessary components for commercial real estate growth.

Office Market

Building off a strong 2018, 2019 is expected to continue to show positive fundamentals, amidst some likely softening. The demand for office is evident by record absorption, a strong pipeline of new development and decreasing vacancy. Balances between demand and supply have so far remained in check, as few projects have broken ground as speculative — instead, tenant commitments have kicked off new development. Upward pressure due to rising labor and construction costs should increase asking lease rates and new development is expected to give vacancy some wiggle room.

Retail Market

After a volatile few years of high-profile closures and shifting consumer patterns, the retail market saw much-needed stabilization in 2018. Re-tenanting of retail big boxes, as well as strong demand for new shop space, led annual user activity to a new high.

While some national retailers have announced closures, the local impact over the next year will be relatively minimal. Efforts to redevelop, remix or reposition retail centers will dominate activity and drive further improvement.

Job and Population Growth

Utah ranked fourth in employment growth in 2018 at 3.3 percent (as compared to the national average of 1.8 percent). Across the board, all major industries experienced growth, ranging from 7.3 percent year-over-year for information to 1.9 percent for government. Likewise, Utah's population growth was the third-fastest in the nation at 1.9 percent. Natural increase continues to hold the lion's share of total growth; however, net migration is playing a more vital role.

Consumer Confidence

Consumer confidence levels remained robust, yet tempered in 2018. National business sentiment is expected to remain positive in 2019; however, international trade tensions and shocks to the market will likely bring moderating easing to the economy. The commercial real estate market will follow waves made by more direct economic and political forces.

Commercial Market Momentum

Despite economic softening,

the outlook for Salt Lake commercial real estate is cautiously positive. The heightened level of commercial activity in 2018 carries with it a momentum that crosses into 2019, boosting the forecast both for commercial real estate and the broader economy.

Demographics

Utah's strong demographics give the state a foothold to weather economic volatility. Utah ranks second for total fertility rate and has the youngest median age and the largest median household size.

CBRE's report also found some "headwinds" ahead for commercial real estate in 2019:

Tight Labor Supply

With Utah unemployment ending 2018 at 3.2 percent, concerns about the availability of labor continue. Resulting pressure on wages — while positive for workers — increases the cost of doing business and could slow down business expansion. As such, Utah is increasingly depending on in-migration to expand the labor pool. Promisingly, net migration is expected to increase in 2019, alleviating some concern.

Construction Costs

A shortage of skilled labor and the rising price of raw materi-

als have driven up construction and tenant improvement costs substantially in Utah and across the nation. This not only makes it more expensive to build, but constrains developers during a time of record demand. In addition, a fast-growing population further contributes to the existing housing shortage and threatens Utah's relative affordability. Trade and Immigration Policy

Utah's economy is particularly exposed to policy related to trade and immigration. Stricter immigration regulations could exacerbate existing labor supply issues for critical industries like construction and manufacturing. Likewise, tariffs and tensions with trade partners stand to increase the price of imports, elevating costs for local businesses dependent on foreign materials and manufacturing.

Monetary Policy

The Federal Reserve is expected to raise the Federal Funds Rate one time in 2019 and another in 2020. This pressures interest rates to rise and disincentivizes borrowing. Still, rate hikes signal normalization in the nation's macro-economy. Slowing effects from monetary policy are also likely to be countered by stimulative fiscal policy.



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CALENDAR

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Slopes podcast featuring Cory Tholl, CEO of Klymit; and Bill Harmon, general manager at Goal Zero. Location is Silicon Slopes, 2600 W., Executive Parkway, Suite 140, Lehi. Free. Details are at siliconslopes.com.

April 13, 8:30 a.m.-12:30 p.m.
Second Annual RevRoad Entrepreneur Competition. Location is RevRoad, 1555 N. Freedom Blvd., No. 100, Provo. Open to the public. Details are at <https://ecomp.revroad.com/>.

April 13, 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 <https://utahsbdc.org/trainings>.

April 15, 11:30 a.m.-1 p.m.
Free Business Coaching, a West Jordan Chamber of

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

April 16, 8-11 a.m.

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

April 16, 8:30-10 a.m.

"Marketing Collaborative: How to Make Sense of Paid Search," a Utah Technology Council event. Speaker Bjorn Espenes, founder of CEO of Finch, will discuss "Automate or Die." Location is UTC, 13693 S. 200 W., Draper. Registration can be completed at Eventbrite.com.

April 16, 8:30-11 a.m.

"The Digital Marketing

Hack Series: Instagram for Advanced Users," a Salt Lake Small Business Development Center event. Workshop is designed for people with an Instagram account and at least 1,000 followers. Location is Salt Lake Community College's Miller Campus, Miller Corporate Partnership Center, Building 5, Room 101, 9690 S. 300 W., Sandy. Cost is \$20 for early-bird registration (through April 15), \$25 thereafter, \$30 day of the event. Registration can be completed at Eventbrite.com.

April 16, 9-10:30 a.m.

"Library Resources for Businesses and Entrepreneurs," a Salt Lake Chamber event. Speaker Matthew Phillips, an adult services library at the Salt Lake City Public Library's Chapman Branch, will discuss freely available library resources that can help a business with the initial business plan, scale-up, training and more. A limited number of laptops will be available, so participants are asked to bring a device, if possible. Location is

Glendale Library, 1375 Concord St., Salt Lake City. Free. Details are at slchamber.com.

April 16, 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.

April 16, 11:30 a.m.-1 p.m.

Southwest Valley Women in Business. Location to be announced. Cost is \$15 for members the day of the event, \$20 for nonmembers. Details are at southjordanchamber.org.

April 16, 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 Joe Salisbury of DAI Utah. Location is Utah Valley University, Clarke Building, Room 101A, 800 W. University Parkway, Orem. Free. Registration can be completed at Eventbrite.com.

April 16, 5-7 p.m.

Business Women's Forum: Spring Mixer. Location is Lake Effect, 155 W. 200 S., Salt Lake City. Cost is \$15 for members, \$20 for nonmembers. Details are at slchamber.com.

April 17-May 29

Entrepreneur Training Academy, a Sandy Area Chamber of Commerce event for people looking to start a business or business owners in the early stages. Training takes place over seven sessions on Wednesdays, 8:30-10:30 a.m. Cost is \$500 for chamber members, \$1,000 for nonmembers. Details are at murraychamber.org.

April 17, 8 a.m.-4 p.m.

2019 Women's Entrepreneurial Conference, a Utah Women's Networking Group event. Theme is "Harnessing the Power of Social Media & Digital Marketing." Event features guest speakers, breakout sessions,

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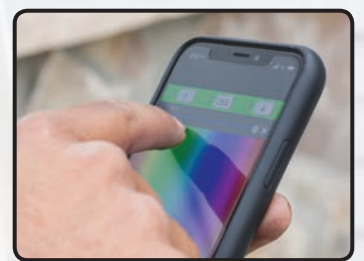


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Opinion

Can politicians move on from Mueller report, talk about policy for a change?

The filing of special counsel Robert Mueller's report on whether there was collusion between President Donald Trump and the Russians to interfere with the 2016 election should put an end to speculations, accusations and outrage. The report finds that there was no collusion. But long live speculations, accusations and outrage.

As soon as Attorney General William Barr summed up the report for Congress, Trump administration allies started to call for the heads of those who had fed the rumor mill for months. On their end, the Democrats didn't wait long to warn the administration that this wasn't over and that they would continue investigating the president for alleged obstruction of justice. That's their prerogative, obviously.

Yet, it's hard to feel that this obsession with the Mueller report and Russians is not just another excuse for each side to continue talking about everything except policy issues. We can argue that since the Republicans lost control of the House, there's little chance of legislative reforms getting through. Still, that's no reason to not try fixing what needs to be fixed or do what needs to be done.



VERONIQUE
de RUGY

But after I suggested on Twitter that legislators go to work now, Dan Mitchell of the Center for Freedom and Prosperity issued this warning: "Be careful what you wish for. If the crowd in Washington has more time to focus on policy, do you think they'll make problems better or worse?" There's some truth to this. Legislators have a tendency to try to address government-created problems with more misguided policies or propose solutions to fixing well-functioning markets. If it's not broke, they'll still try to fix it.

That's why I will narrow it down for them to a few policy areas:

First, spending. Call me old-fashioned, but I believe that passing a budget on time by following the rules is one of Congress' top jobs. Yet a new book by Brookings Institution economist William Gale tells us that, "Congress designed (the current budget) process in 1974. Since then, in only four years has it passed all of the appropriations bills for discretionary spending on time." Shouldn't our elected officials try to correct their dismal record by working to pass a budget following the normal order?

Second, immigration. Republicans and

Democrats have deep disagreements on this issue, but there's at least one aspect that both sides should agree on: finding a way for the "Dreamers" to continue living in the United States legally.

Trump canceled the Obama-era program that protected individuals who were brought here as children by their parents and have since been living here illegally. The threat of deportation leaves these immigrants in limbo in a country that has been their home since childhood. Bipartisan support for providing "Dreamers" with a pathway to citizenship makes for low-hanging fruit, especially since the president signaled that he could be swayed on this issue.

Then there's trade. The U.S. economy has been doing well in spite of self-inflicted protectionist wounds. Months of tariffs shouldered by Americans and a trade war with China have delivered none of the results promised by the administration, except swelling the revenues of a few protected firms, making American consumers poorer, and raising production costs for many U.S. producers who use tariffed imports as inputs. News that the world economy is slowing down should be reason enough to unite Congress in demanding that tariffs be lifted immediately.

Finally, there's healthcare. Neither party can agree on which third party should pay for Americans' healthcare. Democrats want the federal government to pay. Republicans prefer for the money to come from private insurers or state governments. These options are all bad because they create incentives for Americans to consume healthcare irresponsibly, inevitably leading to the rationing of services.

They should instead focus on creating incentives to reduce healthcare costs so that third-party payers become less important. Reduced costs are possible only if the supply side of healthcare is freed from regulations that jack up prices. This outcome requires that special interests be stymied, bureaucratic obstacles be removed, and competition be restored, in order to encourage innovators to challenge incumbents with new devices and drugs.

Yet, instead of taking these positive actions, Democrats and Republicans would prefer to pontificate on the Mueller report as an excuse to dodge their responsibilities.

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

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Is Venezuela where Trump will finally break from appeasement of Putin?

President Trump faces a crucial test of his foreign policy and his resolve over Venezuela. His administration has made absolutely clear that the United States no longer considers Nicolas Maduro to be president, publicly backing Juan Guaido, the head of Venezuela's National Assembly, as the country's interim leader. Trump has gone so far as to urge the Venezuelan military not to follow Maduro's orders. These declarations are much stronger than the "red line" Barack Obama drew around Syrian president Bashar Assad.

So far, Trump's pressure has not worked. Maduro has dug in and the Venezuelan military has not abandoned its support for him. While U.S. sanctions may be hurting, they could also have the effect of creating a siege mentality that reinforces the regime's hold on the nation. This is what happened to varying degrees with Cuba, North Korea and Iran.

Venezuela is a complicated, divided country, and Maduro, as heir to the legacy of Hugo Chavez, does have some support in poor and rural areas. But far more significant in bolstering the regime has been Russia's open and substantial support. Moscow now admits that it has sent military personnel to Venezuela. Two Russian military planes arrived in the country recently, carrying about 100 troops.

This is just the latest in a series of moves by Moscow to shore up Maduro. Over the past few years, Russia has pro-

vided wheat, arms, credit and cash to the flailing Caracas government. Estimates of Russia's total investment in Venezuela vary from \$20 billion to \$25 billion. Russia now controls almost half of the country's U.S.-based oil subsidiary, Citgo, which has been a major source of government revenue. The Venezuelan military uses Russian equipment almost exclusively.

The Venezuelan gambit appears to be personally significant for Russian President Vladimir Putin. In recent years, as the Venezuelan economy has tanked and political instability has grown, even most Russian companies have abandoned the country, viewing it as too risky. But, as Vladimir Rouvinski writes in a report for the Wilson Center, Russian state-controlled oil giant Rosneft has persisted and even ramped up its support for Maduro. The company is led by Igor Sechin, who has close ties to Putin and is often called the second-most-powerful man in Russia.

In other words, Putin is all-in with his support for Maduro. He is doing this in part to prop up an old ally, and because it adds to Russia's clout in global oil markets, but above all because it furthers Putin's central foreign-policy objective — the formation of a global anti-American coalition of countries that can frustrate American purposes and usher in a more multipolar world. Putin's efforts seem designed to taunt the United States, which announced the Monroe Doctrine in 1823, warning foreign pow-

ers to stay out of the Western hemisphere.

The big question for Washington is: Will it allow Moscow to make a mockery of another American red line? The U.S. and Russia have taken opposing, incompatible stands on this issue. And as with Syria, there is a danger that, if Washington does not back its words with deeds, a year from now, we will be watching the consolidation of the Maduro regime, supported with Russian arms and money.

The administration has been tough on

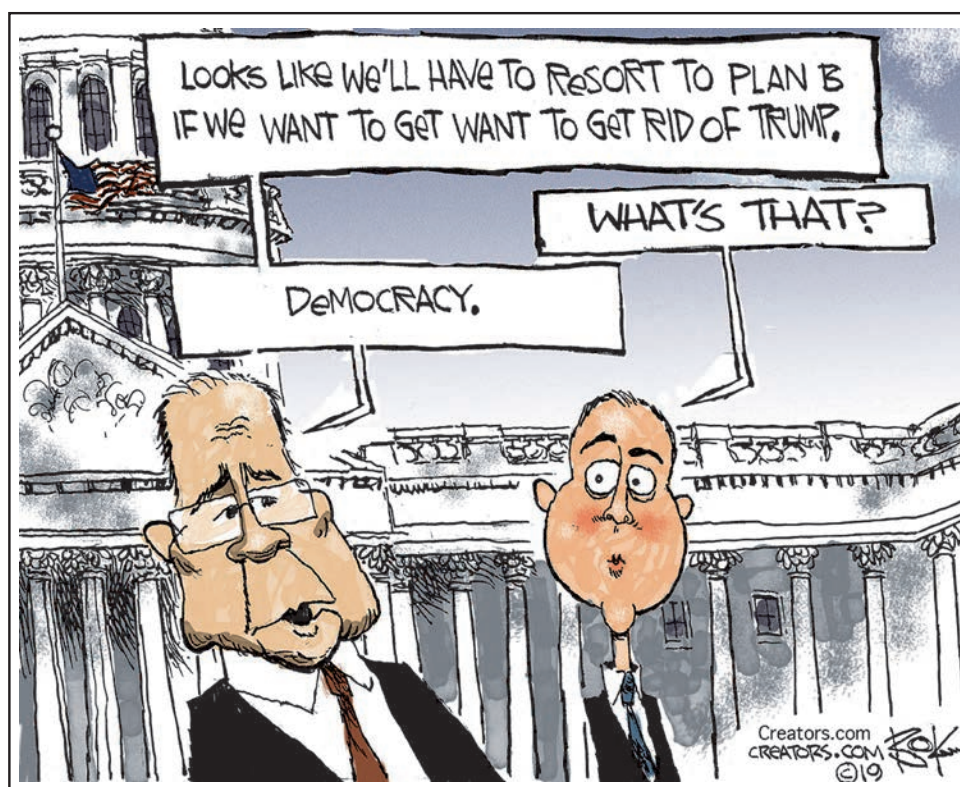
Russian involvement in Venezuela. Trump himself has even declared, "Russia has to get out." But that is an unusual statement from Trump, who has almost never criticized Putin and often sided with Russia on matters big and small.

As former ambassador to Moscow Michael McFaul has written in *The Washington Post*, Trump has a remarkably consis-

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FAREED
ZAKARIA



CALENDAR

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lunch and a pitch competition that will award over \$19,000 in grants to women-owned businesses. Location is Holladay City Hall, 4580 S. 2300 E., Holladay. Cost is based on time of purchase. Registration can be completed at Eventbrite.com.

April 17, 8-10 a.m.

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

April 17, 9 a.m.-3 p.m.

"Boots to Business," a U.S. Small Business Administration event that is a two-step training program that provides participants an overview of business ownership as a career vocation, an outline and knowledge on the components of a business plan, a practical exercise in opportunity recognition, and an introduction to available public and private sector resources. Location is 5837 D Ave., Building 150, Airmen & Family Readiness Center, Hill Air Force Base. Free. Registration is required. Details are at <https://www.sba.gov/tools/events>.

April 17, 9 a.m.-3 p.m.

Valley Visioning Summit, an Association of Utah County Chambers event bringing together civic and elected officials together with business owners and leaders to plan for Utah Valley's future. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details are at thechamber.org.

April 17, 3-5 p.m.

"Starting Your Business 101," a Salt Lake Small Business Development Center (SBDC) event. Location is Salt Lake Community College's Miller Campus, Miller Corporate Partnership Center, Room 110, 9690 S. 300 W., Sandy. Free. Registration can be completed at Eventbrite.com.

April 17, 3:30-5 p.m.

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

April 17, 5:45-6:45 p.m.

"Grow Your Business: Phase I," a Small Business Development Center (SBDC)

event. Location is the Orem SBDC, 815 W. 1250 S., Orem. Details are at <https://utahsbdc.org/trainings>.

April 17, 6-9 p.m.

"SEO: Outreach and Semantic Topic Modeling," a Utah DMC (Digital Marketing Collective) event. Presenters are Elli Bishop, director of earned media at Clearlink, and Bill Slawski, director of SEO research at Go Fish Digital. Location is 50 West Club, 50 E. Broadway, Salt

Lake City. Free for Utah DMC members, \$20 for nonmembers. Registration can be completed at Eventbrite.com.

April 17, 6-9 p.m.

"The Power of Doing Good," part of the Lectures in Entrepreneurship Series at Westminster College's Center for Entrepreneurship. Main presenters are Heidi and Chris Nielson. 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 18, 7:30-9:30 a.m.

"Wasatch Business Series: The 2019 Legislative Wrap-Up Breakfast," presented by the Sugar House, South Salt Lake, Murray Area and Holladay chambers of commerce; the Utah Independent Business Coalition; and the Millcreek Business Council. Speakers include Dave Davis of the Utah Retail

Merchants Association, John Lair of Momentum Recycling, and two state legislators. Location is Holladay City Hall, 4580 S. 2300 E., Holladay. Cost is \$18. Details are at holladaychamber.com.

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

"Multiplying Lasting Profitable Relationships," a West Jordan Chamber of Commerce event. Presenter is Clay Neves of

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CALENDAR

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Personal Sales Dynamics. Location is West Jordan City Hall Community Room, 8000 S. Redwood Road, West Jordan. Free for members, \$10 for non-members. Details are at westjor-danchamber.com.

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

“Lunch & Learn,” a Murray Area Chamber of Commerce event. Speaker is from Utah Media Group. 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.

April 18, 11:30 a.m.-12:20 p.m.

“Why I Chose to Be a Capitalist,” part of the Reed and Christine Halladay Executive Lecture Series, a Utah Valley University Woodbury School of Business event. Presenter is Steve Peterson, managing partner at Millrock Capital LLC. Location is UVU, Ragan Theater, 800 W. University Parkway, Orem. Registration can be completed at Eventbrite.com.

April 18, noon-1:30 p.m.

Startup Conversation, a Silicon Slopes event. Speaker is Kurt Avarell, founder and CEO of Canopy. Location is Startup Ogden, 2314 Washington Blvd., Ogden. Free. Details are at siliconslopes.com.

April 18, 3 p.m.

“How Tim & Eric Helped Purple Cure the Sunday Scaries to Sell Mattresses,” a Silicon Slopes event. Speaker is Alisa Gammon, director of social advertising at Purple. Location is Kiln, 2701 N. Thanksgiving Way, Suite 100, Lehi. Free. Details are at siliconslopes.com.

April 18, 3-4:30 p.m.

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

April 18, 6-8 p.m.

Contactos, a Utah Hispanic Chamber of Commerce networking event. Location is 4770 S. 5600 W., West Valley City. Free for UHCC members, \$10 for non-members. Details are at http://www.utahhcc.com/.

April 19, 7:30 a.m.-noon

Spring 2019 Nubiz Symposium titled “Elements of Effective Leadership.” Location is Weber State University, Shepherd Union Ballroom, 3910 W. Campus Drive, Ogden. Cost is \$49 (two-for-one admission for chamber members). Details are at ogden-weberchamber.com.

April 19, 8-10 a.m.

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

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

“Innovation Series: Utah’s Alternative Transportation Future,” a Utah Technology Council event. Speakers are Ben Bolte of GreenBike; Brenda Scheer, a professor of city and metropolitan planning; and Alex Cragun, moderator. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Free. Registration can be completed at Eventbrite.com.

April 19, 11:45 a.m.-1 p.m.

“Building a Purpose-Driven Culture,” a Silicon Slopes event. Speaker is Anita Grantham, chief people officer at Pluralsight. Location is Instructure, 6330 S. 3000 E., Salt Lake City. Cost is \$10. Details are at siliconslopes.com.

April 20, 10 a.m.-noon

“How to Model Your Business After a Franchise By Setting Up Systems and SOPs,” a SCORE event. Location is Day-Riverside Branch Library, 1575 W. 1000 N., Salt Lake City. Free. Details are at https://www.sba.gov/tools/events.

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 sandychamber.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-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, 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 \$20 for early-bird registration (through April 18), \$25 thereafter, \$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 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, 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, 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, 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 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. Registration deadline is April 21. Pre-registration is required. Details are at murraychamber.org.

TECH JOBS

from page 1

The Cyberstates report found that Utah is 25th nationwide in net tech employment; 14th in net tech jobs added last year; and 17th in the Cyberstates Innovation Score, which is based on venture capital investments, tech startups and new business formations and other factors.

Tech occupations with year-over-year growth in Utah included software and web developers (up 5.1 percent); computer support specialists (up 4.7 percent); and network architects, administrators and support specialists (up 2.5 percent).

Cyberstates also said that the median tech occupation wage in Utah is \$74,827 — 88 percent higher than the median wage for all occupations in the state.

The Cyberstates 2019 report is based on CompTIA’s analysis of data from the U.S. Bureau of Labor Statistics, the U.S. Bureau of Economic Analysis, Emsi Labor Market Data, Burning Glass Technologies Labor Insights and other sources.

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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.

ZAKARIA

from page 12

tent pattern of supporting Putin's foreign policy. Trump has threatened to withdraw from NATO and has announced the removal of American troops from Syria. He has publicly disagreed with his own intelligence community's conclusion that Moscow meddled in the 2016 elections, saying, "President Putin says it's not Russia. I don't see any reason why it would be."

McFaul pointed out: "Even on small issues of little relevance to American national interests, Trump sides with Putin. Why is Trump defending the Soviet Union's invasion of Afghanistan? Why is Trump expressing fear that the Montenegrins might spark World War III? These are Putin lines. Why is the president of the United States echoing them?"

I have never alleged collusion or conspiracy between Russia and Trump, writing merely that we should wait to see what evidence Robert Mueller presented. But the real puzzle remains: Why has Trump been unwilling to confront Putin in any way on any issue? And will Venezuela be the moment when Trump finally ends his appeasement?

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PAPERBOX

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program to stimulate economic activity across the country — and that's exactly what you are seeing here," said PEG CEO Cameron Gunter. "While many real estate developers across the country are rushing to identify QOZs where they can build, PEG is fortunate to be operating well ahead of the curve. We saw the merits of the program from its inception, allowing us to be first to market with projects like this."

In an effort to alleviate parking woes in the area, PEG and Clearwater have confirmed plans to construct the first stand-alone mechanical car lift system in Utah, a seven-level, 112-parking space system that will maximize space at Paperbox Lofts by stacking and organizing vehicles.

"When tenants arrive, they will pull in and park on one of six platforms. After drivers exit the structure, their cars will be transported vertically and horizontally to their designated spots," explained PEG development manager Matt Krambule. "When tenants want to retrieve their vehicles for use, they will simply swipe their unique key fobs on an operator panel, and the system

will deliver their cars the same way it parked them."

PEG and Clearwater are no strangers to the downtown Salt Lake City area. Directly south of the Paperbox Lofts property, Clearwater converted the former Westgate Business Center into Paragon Station Lofts. In 2016, PEG completed the Courtyard by Marriott and Downtown Hyatt House, which sit just north of the Paperbox site. Additionally, just across the street from the property are the AC Marriott Hotel and adjacent Milagro Apartments, a 170-unit multi-family residential complex, both of which are PEG developments.

"The Paperbox Lofts project exemplifies the kind of thoughtful connectivity the city strives for in its redevelopment projects," said Salt Lake City Mayor Jackie Biskupski at the groundbreaking event for the project. "The addition of both a one-way street and mid-block walkway creating connections to 300 West and 200 South will not only increase access to the reborn Gateway District, but also allow for more overall walkability and activation in the west downtown area."

Project leaders expect to begin preleasing Paperbox Lofts in late 2020.

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