

OF NOTE



Go-to exercise gear

The latest must-have among exercise enthusiasts at the nation's trendy Pilates and yoga-inspired workout venues are grip-soled specialty socks. Offered at \$10 to \$20 a pair in styles ranging from glittery to sheer, the footwear is touted for its performance and comfort. A brand called Lucky Honey says their version is "breathable, moisture wicking, low cut tube socks."

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Control valves such as these for underground storage of hydrogen and compressed air may soon be part of the Utah landscape. Two large energy companies have announced plans to use central Utah salt caverns to develop the world's largest renewable energy storage project.

Utah caverns to become world's largest energy storage project

Brice Wallace
The Enterprise

Think "salt" and it's not likely that "energy" will come to mind.

But a pair of companies are planning to use underground salt caverns in Millard County to build what they're calling the largest renewable energy storage project in the world.

The caverns — traditionally used to store liquid fuels — will store hydrogen and

compressed air that can be used to produce clean power for the western U.S. energy grid. If the first-of-its-kind project is successful, it could solve an age-old bugaboo in the industry — large-scale storage of energy — and close the gap between times when power is generated and power is used.

In announcing the project at the recent Governor's Energy Summit in Salt Lake City, Gov. Gary Herbert described

ACES page 5

GOED progressing on Legislature-ordered economic activity review

Brice Wallace
The Enterprise

The Governor's Office of Economic Development (GOED) is continuing its months-long work reviewing economic development activities in the state.

Charged in SB172 with undertaking the review, and with a report due this fall to legislative committees, GOED has formed the Utah Economic Development Strategic Planning Committee and several subcommittees to study the matter. It also has con-

tracted with the Center for Regional Economic Competitiveness, an independent, not-for-profit organization, to provide expert opinion and prepare the report.

"Where necessary, we'll make recommendations for ways to improve," Val Hale, GOED's executive director, said at the recent Utah Economic Summit. "We welcome the opportunity to take a look a fresh look at the state's philosophy and approach to economic development."

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Wyo. pipeline co. joins gas pact that includes Ute Tribe

John Rogers
The Enterprise

The Utah-based Ute Indian Tribe has joined the Consumer Energy Alliance (CEA), several counties in Colorado and other government entities in creating the Western States and Tribal Nations (WSTN) partnership that will work toward development of natural gas resources in the Piceance and Uinta basins of Colorado and Utah. At the recent Utah Governor's Energy Summit, held recently in Salt Lake City, members expanded the agreement to include the Wyoming Pipeline Authority, giving the group additional resources for gas transportation.

Led by the Utah Governor's Office of Energy Development, the WSTN ceremonial signing at the Grand America Hotel added signatures from representatives of the Ute Indian Tribe and the Colorado counties of Garfield, Mesa, Moffat and Rio Blanco to those of the Wyoming Pipeline Authority.

"We're very pleased that stakeholders across the region see the importance of accessing our domestic resources to not only benefit families and businesses here at home but also abroad. The natural gas across the West will be tantamount to achieving both our economic and environmental goals," CEA's Chief Operating Officer Andrew Browning said.

Laura Nelson, the Utah governor's energy advisor and the executive director of the Governor's Office of Energy Development, said, "The Governor's Office of Energy Development is pleased to welcome the Wyoming Pipeline Authority to WSTN. Their collaboration effectively expands the partnership across Utah, Colorado, Wyoming and Tribal Nations to promote the development of, and access to, our unparalleled western energy resources and to growing economies overseas, all while providing for environmental outcomes. We're proud to see, here in Utah, yet another opportunity to achieve win-win results by advancing strategic partnerships."

see WSTN page 5



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Utah Restaurant Association honors state's best food services

The Utah Restaurant Association (URA) held its annual Restaurant Industry Awards Gala late last month and recognized the achievements of professionals in the restaurant industry, food community and those who contribute to the success of the restaurant industry from outside.

Restaurant owners, friends of the industry, notable vendors, as well as exemplary front-of-the-house and back-of-the-house employees were honored with the “U-R-A Heart of the Industry” award. This is the 30th year for the URA’s awards.

This year’s winners included the Chef of the Year award given to Jodie Rogers of Deer Valley Resort. Five Seeds, Tona Sushi, The Daily SLC and Table X were restaurants receiving the Best Concept award. Ryan Lowder of Copper Kitchen won the “Golden Spoon” as Utah’s Restaurateur of the Year. Skyler Morris from SLC Eatery received the Heart of The Industry Front of House award for his tenured serving career.

The awards ceremony also highlighted the accomplishments of the URA ProStart Program’s students and teachers. The night celebrated all the regional and

state competition winners and officially announced Provo High School as the state champions for the management competition and Alta High School as the state champions for culinary. Provo High School’s management team competed nationally and was recognized with a third-place ranking at the National ProStart Invitational. Alta High School’s culinary team placed 12th in the nation. Diane Cluff from Provo High School was honored with the culinary educator “Teacher of the Year” award. The URA’s school to career program ProStart trains juniors and senior in high school to enter careers in culinary or hospitality management in the restaurant industry. Twenty-eight high schools competed in their respective regions and the top 12 teams were chosen to compete at the state competition.

“We have an incredibly unique and diverse restaurant industry and food community in Utah,” said Melva Sine, president of the Utah Restaurant Association. “We have a wealth of talent and so many professionals that value and contribute to Utah’s bustling restaurant economy. We love celebrating our food family.”

Lampropoulos receives Salt Lake Chamber's Giant in Our City award

Merit Medical founder and CEO Fred Lampropoulos has been honored as the Salt Lake Chamber’s 40th Giant in Our City. The award was presented to the biotech pioneer at a recent event in Salt Lake City.

“When you consider that Utah’s life sciences sector accounts for almost 8 percent of the state’s GDP — about \$13 billion annually — you see just how big of an impact Fred Lampropoulos and Merit Medical have on Utah’s economy,” said Derek Miller, president and CEO of the Salt Lake Chamber. “It’s not just Fred’s business acumen that has earned him his success, but also his leadership style, his drive and determination, which he credits to his time as a Special Forces officer in the U.S. Army, that have helped make Merit Medical what it is today. This is a man who has not only built a billion-dollar company with the goal of saving people’s lives, but a leader who has also made it his mission to build people up.”

Lampropoulos founded Merit Medical in 1987 with the goal of becoming the world’s most customer-focused healthcare company. Now, 32 years later, Merit is a leading manufacturer and marketer of disposable medical devices and holds over 800 patents and pending applications representing inventions used in diagnostic, interventional and therapeutic procedures. With manufacturing facilities in the United States, The Netherlands, France, Ireland, Mexico, Brazil, Singapore and Australia, Merit Medical employs more than 6,200 people and generates nearly \$1 billion in global revenues.

“Fred Lampropoulos is a self-taught innovator; a man of action, character and integrity; and a leader who encourages and uplifts his employees with his vision and compassion,” said Steve Starks, chair of the Salt Lake Chamber board of governors. “We are pleased to be honoring Fred Lampropoulos with this year’s Giant in our City award.”

Prior to founding Merit Medical, Lampropoulos served as chairman and CEO of Utah Medical. He founded Sentir Semiconductors in 1991, which was later merged into Merit Medical. Lampropoulos is extremely involved in the community and has served on many boards. He is the recipient of several awards, including the Governor’s Medal for Science and Technology, the Utah National Guard Bronze Minuteman Award and the Boy Scouts of America Silver Beaver Award. He was inducted into the Utah Business Hall of Fame, the Utah Technology Hall of Fame and the University of Utah College of Science Hall of Fame.

“I am honored and humbled to be recognized with such a wonderful award,” Lampropoulos said. “I am grateful to my business partners and board members for their assistance and guidance over the years. I feel fortunate to have been able to improve people’s lives with medical products and to help provide jobs for many of our citizens. I look forward to continuing my work in this great community that has been so good to me.”

During the event, Pamela Atkinson was also recognized as the inaugural recipient of the Lane Beattie Utah Community Builder Award.

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Foursquare Properties and BIG Shopping Centers USA have launched an extensive redevelopment project at Jordan Landing in West Jordan. The project encompasses the 143,000-square-foot area called The Plaza. It is slated to reopen this fall when it will resume hosting community events such as the popular summer concert series. Anchored by the Cinemark theaters, the upgraded plaza will include the addition of a splash-pad area with pop-up jets and fountains, outdoor seating and new soon-to-be-announced dining options. The revamp will join new retail tenants at the 1.8 million-square-foot mixed-use Jordan Landing that have opened or are opening soon, including At Home, Burlington Coat Factory, Dick's Sporting Goods, restaurant favorite Lucky 13, Crumbl, and Rita's Italian Ice and Custard.

Extra Space leases properties from W.P. Carey

Salt Lake City's Extra Space Storage Inc. has agreed to a lease agreement for 36 self-storage properties owned by W.P. Carey Inc. of New York City. Carey is a real estate investment trust that invests in properties leased to single tenants via triple-net leases.

Extra Space Storage owns and/or operates 1,696 self-storage properties in 40 states; Washington, D.C.; and Puerto Rico. The company's properties comprise approximately 1.2 million units and approximately 130 million square feet of rentable space. The company is the second-largest owner and/or operator of self-storage stores in the United

States and is the largest self-storage management company in the United States.

The properties will be triple-net leased by Extra Space Storage for a period of 25 years. The leases include termination rights for both companies on the 10- and 20-year anniversaries, based on certain performance metrics. Commencing on the three-year anniversary, Carey also has the right to terminate the leases in the event of a sale, with Extra Space Storage retaining the right of first offer to acquire the properties.

"Extra Space is pleased to announce this creative and mutually beneficial net lease trans-

action and to deepen and expand our long-standing relationship with W.P. Carey," said Joe Margolis, CEO of Extra Space Storage. "The transaction allows us to expand our capital-light growth model on 31 assets we already managed, and to add five more assets to our platform in the boroughs of New York City."

Jason Fox, CEO of Carey, said, "We are delighted with today's announcement, which represents an innovative win-win for both companies. We have great respect for Extra Space Storage, which we expect to rank among our top 10 tenants, and look forward to continuing our long-standing relationship with them."

PolarityTE creates 3-person 'office of the chief executive'

Salt Lake City-based biotech company PolarityTE Inc. has announced that its board of directors has created an "office of the chief executive" to run the company. The office will consist of a team of three senior executives who will focus and collaborate on commercialization, operational and financial performance and new product development. Members of the office of the chief executive include Richard Hague, chief operating officer; Paul Mann, chief financial officer; and David Seaburg, president of corporate development. Denver Lough remains the chairman of the board and continues on indefinite administrative leave from the offices of CEO and chief research and development officer.

"The board believes the creation of the office of the chief executive is a necessary step to address the business needs of the company, which include commercializing (new product) SkinTE, financial discipline while pursuing sustained growth, and enhancing overall operational efficiency," said the company's lead director, Peter Cohen.

"By collaborating on performing the duties of a principal executive officer, our goal is to create an integrated team at PolarityTE that will drive the market adoption of our SkinTE product, build out our portfolio of clinical evidence and reach other developmental, operational and financial goals," said Seaburg. "In addition, we expect that the steps we are going to take in the office of the chief executive will reduce our near-term cash burn."

"Our employees are focused

on driving forward the development of the transformational PolarityTE technology platform," said Hague. "Our team has developed what we believe is a game-changing therapy for chronic and traumatic wounds and burns with SkinTE, which has been used to treat hundreds of patients, with patients and providers crediting the product with helping to save lives and limbs. We could not be more excited about what the future holds for our employees and shareholders as we develop additional products from the pipeline."

Founded in 2004, PolarityTE focuses on discovering, designing and developing a range of regenerative tissue products and biomaterials for the fields of medicine, biomedical engineering and material sciences.

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EōS Fitness to open five Utah gyms in old Gold's Gym locations

EōS Fitness, a gym industry company headquartered in Phoenix, is acquiring five former Gold's Gym locations in northern Utah with plans to further expand in the state, adding 10-15 more gyms within the next 24 months, the company has announced.

EōS Fitness currently owns and operates more than 30 locations in Arizona, California and Nevada and announced earlier this year its first locations coming to Florida. The five newly acquired locations in Utah are located in Kaysville, Layton, Ogden, Roy and Syracuse.

"Our growth is fueled by our existing members and those new to EōS Fitness seeking accessible health and fitness options" said Rich Drengberg, CEO of EōS Fitness. "By expanding EōS Fitness to Utah, gym-goers have a much larger network of 30-plus gyms to choose from throughout the

Southwest and soon in Florida, all which feature a full suite of amenities and affordable memberships."

Averaging 50,000 square feet of space per new location, EōS Fitness offers signature amenities for members, including "The Yard," its green turf functional training area, which will be added to all five locations in Utah. The open area features room for battle rope and sled workouts, as well as conditioning exercises and stretching. Other signature amenities include a cinema where movies are played during workouts and a range of cardio equipment is available.

All upcoming new locations will offer a wide variety of group and cycle classes; a basketball court; an indoor pool; hot tub, separate men's and women's saunas; and a spacious Kids' Club with a jungle gym, basketball court and mini movie theater.

CORPORATE FINANCIAL REPORTS

The following are recent financial reports as posted by selected Utah corporations:

HealthEquity

HealthEquity Inc., based in Draper, reported net income of \$41.8 million, or 65 cents per share, for the fiscal first quarter ended April 30. That compares with \$22.6 million, or 36 cents per share, for the same quarter a year earlier.

Net income for the most recent quarter includes \$17.9 million, net of taxes, related to an equity investment.

Revenue in the most recent quarter totaled \$87.1 million, up from \$69.9 million in the year-earlier quarter.

The company is a health savings account (HSA) non-bank custodian.

"HealthEquity delivered excellent first-quarter fiscal 2020 results across our key financial metrics, setting the stage for another record year and allowing us to raise our guidance," Jon Kessler,

president and CEO, said in announcing the results. "We added over 89,000 new HSAs and helped our members grow their custodial assets by over \$220 million in the quarter, while producing record revenue and earnings. Revenue grew 25 percent year over year and adjusted EBITDA (earnings before interest, taxes, depreciation and amortization) grew an even larger 31 percent."

Sportsman's Warehouse

Sportsman's Warehouse Holdings Inc., based in Midvale, reported a net loss of \$5.5 million, or 13 cents per share, for the fiscal first quarter ended May 4. That compares with a net loss of \$5.8 million, or 14 cents per share, for the same quarter a year earlier.

Net sales in the most recent quarter totaled \$174 million, down from \$180.1 million in the year-earlier quarter.

Sportsman's Warehouse is an outdoor sporting goods retailer.

"Our first-quarter results were within our expectations on the top

line and slightly below on the bottom line as we were up against difficult comparisons in the prior year period for our firearm and ammunition categories," Jon Barker, CEO, said in announcing the results. "Operationally, I am very pleased with the progress we made on our strategic initiatives centered around our omni-channel strategy, customer acquisition and engagement, and a differentiated merchandising assortment, all of which continue to drive market share gains."

Barker said the company is "continuing to strategically invest in the business and focusing on many new initiatives including a new credit card partner, valuable firearm-related services and opportunities to selectively expand our exclusive product, among others. We believe these growth strategies, combined with our best-in-class customer service and expansive product selection at everyday low pricing, will continue to strengthen our competitive positioning in fiscal 2019 and beyond."



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the project as “a breakthrough for energy development in rural Utah.”

“The Utah Advanced Clean Energy Storage project, as it will be known, will develop 1,000 megawatts of 100 percent clean power and energy storage-deploying technologies and strategies that will eliminate harmful emissions and enhance the power grid here in the western United States,” Herbert said.

The \$1 billion Advanced Clean Energy Storage (ACES) project is being undertaken by Mitsubishi Hitachi Power Systems (MHPS) and Holladay-based Magnum Development. Magnum owns and controls salt dome formations and already uses five caverns to store liquid fuels. Caverns near the Intermountain Power Project in Millard County will be used in the ACES project to store renewable hydrogen and compressed air, and the project will use large-scale flow batteries and solid oxide fuel cells.

The ACES project goal is to initially store enough to meet the energy needs of 150,000 households — the equivalent of one-fifth of Utah households, Herbert noted — for an entire year.

The overarching goal is to be able to call upon ACES for renewable energy at times other than when the sun is out or when winds are relatively calm.

“What we’re doing is we’re actually taking clean energy that is in excess and actually storing that,” Michael McManus, senior director of the new power and energy solutions business at Mitsubishi Hitachi Power Systems, said at the summit. “There are some other technologies that are using maybe off-peak energy to store energy for future time, but this is actually taking dedicated

clean energy — whether it comes from solar, wind or in the future some other sources — and stores that in a few forms.”

For example, the stored hydrogen can be burned, carbon-free, in gas turbines to produce electricity as needed to meet demand.

“We have different ways ... that will allow you to store excess renewables and smooth that out,” he said. “In this case, we’re talking about measurement in days, weeks and months of storage instead of hours. ... That project really is another example of providing a ramp or a pathway for more renewables to be put on the grid, having an ability to store some of that energy and deploy it when it’s needed, so we can have that shaping function between supply and demand.”

Power magazine said the companies plan to build an initial 250-megawatts phase of underground storage by 2025. The companies have said the ACES project will engineer, finance, construct, own and operate its facilities, and they expect to add strategic and financial partners to participate in the project in the near future. *Power* said MHPS still needs to find partners to build the power plant, as well as suppliers for the fuel cell and flow battery technology.

“This investment shows that Utah is not only blessed with unique energy resources but also benefits from wise policy and an ability to forge unprecedented partnerships that help drive innovation,” Herbert said at the summit.

In a news release announcing ACES, Craig Broussard, CEO of Magnum, described the two companies as “great partners.”

“Magnum has the below-ground technologies necessary to store energy at utility scale, while MHPS has the above-ground

technologies such as hydrogen-fired gas turbines, compressed air storage, solid oxide fuel cells and battery storage technology, to supply electricity at grid scale,” Broussard said. “With the ACES initiative, we will dramatically accelerate the vision of a western renewable energy hub that we launched over a decade ago.”

Paul Browning, president and CEO of MHPS Americas, said “the next step in decarbonization” is needed as California and other western U.S. states retire their coal-fired power generation plants.

“Mixing natural gas and storage, and eventually using 100 percent renewable storage, is that next step,” Browning said. “The technologies we are deploying will store electricity on time scales from seconds to seasons of the year. For example, when we add gas turbines powered with renewable hydrogen to a hydrogen storage salt dome, we have a solution that stores and generates electricity with zero carbon emissions.”

Central Utah “is the ideal location” for the project “and Utah is a business-friendly state for projects like this,” Broussard said. ACES will be near Intermountain Power Project, which generates more than 13 million megawatts each year from two coal-fired units and delivers the electricity over AC and DC transmission systems to 35 project participants, primarily in Southern California and Utah.

“Magnum’s site adjacent to the Intermountain Power Project,” he said, “is positioned to take full advantage of existing regional electricity grid connections, fully developed transportation infrastructure, ample solar and wind development capacity, a skilled workforce currently transitioning away from coal, and, of course, the unique salt dome opportunity.”

WSTN from page 1

WSTN was formed following the release of a report from CEA in April titled, “Natural Gas Markets for the Western States and Tribal Nations.” The report details how abundant natural gas resources in the Piceance and Uinta basins can help regional and global communities thrive economically and environmentally if more production and infrastructure expansion efforts are approved. With the addition of the Wyoming Pipeline Authority, the report will be updated to incorporate information on Wyoming’s natural gas reserves, infrastructure capacity and potential to serve international LNG markets.

The signing follows the report’s recommendations, which urges the group to incorporate states like Wyoming to work with and establish a framework for facilitating conversations between a diverse group of western stakeholders. This includes the natural gas industry, gas exporters, conservation groups, tribes, outdoor recreation groups and other relevant stakeholders who see the value in collaborating on the development of domestic natural gas resources produced in the western United States for export to international markets.

“The Ute Indian Tribe supports the collaborative approach recommended in the Western States and Tribal Nations report. This approach encompasses the Tribe’s core values: being responsible stewards of the environment by producing cleaner burning fuels for global consumption while promoting tribal self-determination and improving economic development,” said Shaun Chapoose of the Ute Indian Tribe Business Council. “The Ute Indian Tribe welcomes the Wyoming Pipeline Authority into our col-

laborative partnership and looks forward to working with all of the WSTN partners to pursue the worthy goals outlined in the report.”

“Wyoming has abundant natural gas, and we have worked long and hard to maximize the value of that resource for Wyoming residents. This coalition allows us to partner on additional efforts to develop gas responsibly and ensure it is used to meet the energy needs of America and the world. These resources are essential to powering a low-carbon future, and we look forward to the work of this coalition,” said Wyoming Gov. Mark Gordon.

“On behalf of our four western Colorado counties, we welcome the growing collaboration with the Utah Governor’s Office of Energy Development, the Ute Indian Tribe and the Wyoming Pipeline Authority. Marketing our natural gas resources collectively to countries in Asia and other viable markets will aid in the geo-political stabilization of our political allies overseas as well as strengthen our rural energy economies,” said Rose Pugliese, county commissioner from Mesa County, Colorado.

The groups will focus on providing leadership and developing a strategic, collaborative approach toward natural gas development through three primary areas of focus, including education, advocacy and collaboration with a stated goal of developing solutions for rural economic development, tribal self-determination and natural gas flaring in western states, said a CEA spokesperson.

The Consumer Energy Alliance is a consumer advocate for energy, bringing together families, farmers, small businesses, distributors, producers and manufacturers to support America’s environmentally sustainable energy future. It has 55,000 members nationwide.

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AGRICULTURE

• The **Downtown Farmers Market** has begun its 28th season. It has more than 200 food vendors and 100 arts and crafts vendors at Pioneer Park, 350 W. 300 S., Salt Lake City. It is open Saturdays at 8 a.m. Details are at slcfarmers-market.org.

• **Eric Hutchings** has joined the board of advisors at **HempWave**, a Phoenix-based company that partners with farmers across the country to grow, cultivate and harvest commercial-grade hemp plants and seeds to produce medicinal grade cannabidiol (CBD oils) and other hemp byproducts. The company said Hutchings' experience will enable him to advise HempWave on both regulatory compliance and government relations. Hutchings has significant experience in the financial industry and has held several securities licenses in both the U.S. and Australia. He also serves in the Utah House of Representatives, serving as speaker pro tempore, and serves on several legislative committees. He also serves as the co-chair for the National Conference of State Legislatures, Law and Criminal Justice Committee.



Eric Hutchings

• **Zions Bancorporation NA**, Salt Lake City, has announced that **Aaron B. Skonnard** has been elected to its board of directors. Skonnard is the co-founder, chairman and CEO of Pluralsight Inc., a Farmington-based publicly traded enterprise software-as-a-service company focused on teaching technology skills.

BANKING

• **Cyprus Credit Union** has opened a branch in Draper, its 19th branch. Instead of the traditional teller line, the Draper branch features In Lobby Teller (ILT) machines where members can choose to self-serve their banking needs or have assistance from a live remote teller.

• **Calder Richards Structural Engineers**, Salt Lake City, has

hired **Nick Markosian** for its team of structural designers. Markosian graduated from Utah State University and earned an engineering masters' degree from USU.



Nick Markosian

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CORPORATE

• **Global Unicorn Holdings Inc.**, a Lindon-based company formerly known as Zyto Corp., has announced it has become a privately held company. The only stockholder of the company following a 1-for-12.5 million reverse stock split is **Vaughn R Cook**, who had owned about 25.8 million, or 40.5 percent, of the 63.8 million shares outstanding. The company provides bio-communication hardware and software applications that include obtaining and analyzing galvanic skin response data from the human body.

DIRECT SALES

• **Nu Skin Enterprises**, Provo, has hired **Vince Perfetti** as chief transformation officer and senior vice president of technology. Most recently, Perfetti worked at Amazon Web Services as a principal consultant on the



Vince Perfetti

cloud advisory team, advising enterprise executives on program development to maximize cloud adoption and transformation. He also has senior leadership experience from GE Digital and Dow Jones and Co., where he led the transformation of technology teams and culture.

ECONOMIC INDICATORS

• **Utah** residents spend \$1,292.18 per capita annually on prescription drugs, according to a new study by **TheSeniorList**. That amount ranks Utah No. 40 among states. The study analyzed the most recent data from the Kaiser Family Foundation, GoodRx and the National Conference on State Legislatures. In total, Utah residents spend more than \$4 billion annually. Texans spend the most in total, with a combined \$42.6 million spent annually.

• **Utah** ranks No. 29 among states, with 172 reported victims in 2018 of catfishing, when someone fakes an online identity to scam victims for money, romance or physical harm, according to **SocialCatfish.com**, a resource to verify online identities. SocialCatfish.com used FBI data for its study, which indicates that nationally the number of catfishing victims increased by 50 percent in 2018 compared to three years earlier. Vermont had the fewest victims, 25, while California had the most, at 2,105.

EXPANSIONS

• **Listen Technologies**, a Bluffdale-based provider of assistive listening systems, will open an office in Denmark on July 1 to grow business throughout Europe, the Middle East and Africa (EMEA). **Flemming Bjerke** has been named managing director of Listen Technologies Europe. The office in Denmark will stock products, demo units and rental units; provide in-market technology and customer service; and support regional distributors, resellers and end-users. Bjerke has 30 years of experience as a distributor.

• **LifeVantage**, a Salt Lake City-based nutrigenomics company, has opened for business in Belgium, the company's third European market launch this spring. Select LifeVantage products have been offered in Belgium on a not-for-resale basis for approximately a year as part of the company's Global Customer Acquisition Program. With the addition of Belgium, LifeVantage serves 15 markets in North America, Europe, Australia and Asia.

FINANCING

• **Holliday Fenoglio Fowler LP** (HFF), based in Los Angeles, recently announced it has arranged a \$96.9 million refinancing of **The Gateway** in Salt Lake City. The 651,778-square-foot complex offers upscale retail, office and entertainment. HFF said it worked on behalf of the borrower, a part-

nership between **Vestar** and funds managed by **Oaktree Capital Management LP**, to place the floating-rate loan with a bridge lender. Loan proceeds will be used to retire existing debt and fund future improvements.

FOOD

• **JMH Premium**, a Salt Lake City-based food development company, has hired **Kelley Andrus Postma** as a senior account executive serving industrial, institutional and food service customers in North America. She has over 30 years of experience in the food industry, including in product and solution development and consultancy for clients in both ingredients and national chain channels.

INTERNATIONAL

• The deadline has been extended to June 14 for companies wanting to participate in the state of Utah's **trade mission to Hong Kong and Japan**. The trip takes place Sept. 13-21 and is being undertaken by **Gov. Gary Herbert**, **World Trade Center Utah** and the **Governor's Office of Economic Development**. During the trade mission, participants will have the opportunity to receive market specific business briefings by in-country experts and the U.S. Commercial Service, attend VIP receptions for business and government leaders, participate in company visits and take part in pre-arranged and customized B2B meetings. Details are at <https://wtcutah.com/trade-missions/hong-kong-japan-trade-mission-2019/>.

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CASE
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INVESTMENTS

• **CoinZoom**, a Salt Lake City-based cryptocurrency exchange, has received an investment from **OKWAVE**, a Japan-based Q&A website. As part of the companies' alliance, OKWAVE will purchase

Series AA preferred stock from CoinZoom. OKWAVE also will conduct joint marketing and other collaborations when CoinZoom expands into Asia, including Japan. CoinZoom is preparing for the global launch of its cryptocurrency exchange offering core services of buying, selling and spending digital currencies.

LAW

• **Stoel Rives LLP** has named **Matthew Moscon** as the office managing partner for its Salt Lake City office. He will continue to practice in the firm's Litigation group. Moscon replaces **Scott Young**, who led the Salt Lake City



Matthew Moscon

office for more than five years and is joining the firm's executive committee. Moscon is past practice group leader of the firmwide Litigation group and past chair of the Products Liability and Toxic Torts section in that group. He has a general litigation practice, with a particular focus in energy, regulatory and land use disputes. He earned bachelor's degrees in political science and English from the University of Utah and a law degree from the University of Utah College of Law.

MILESTONES

• **Cookie Cutters Haircuts for Kids**, a Salt Lake City-based children's haircutting franchise, recently opened its 100th salon, in Highland Ranch, Colorado. It has salons in 23 states and Canada and has more than 200 additional stores in various stages of development, with 30 salons estimated to open in 2019.

PHILANTHROPY

• **Chartway Federal Credit Union's We Promise Foundation** recently raised \$82,680 at its fourth annual **Putting 4 Promises Golf Tournament**. The funds will be used to help children facing medical hardship or illness. The foundation invited supporters to participate in the golf tournament in Lehi. Golfers and guests were joined by several We Promise heroes. The We Promise Foundation has provided more than \$1.76 million in support of Utah-based organizations.

RECOGNITIONS

• The **Utah Valley Home Builders Association** has been named a recipient of an **Award of**

see BRIEFS next page

Industry Briefs

from previous page

Excellence from the **Executive Officers Council (EOC)** of the **National Association of Home Builders (NAHB)** for having the best "Parade of Homes" event in the U.S. The Utah Valley Parade of Homes has taken place for 44 years. This year's event takes place through June 22 at more than 40 homes. Last year, over 25,000 people attended. The Association Excellence Awards is an annual program designed to recognize the outstanding accomplishments of state and local home builders' associations and executive officers in the field of association management.

• **Brian Hayes**, a partner at Salt Lake City-based NOW CFO, has been accepted into **Forbes Financial Council**, an invitation-only community for executives in accounting, financial planning, wealth and asset management, and investment firms. NOW CFO is a consulting firm with a focus on outsourced, fractional and temporary CFO, controller and accounting services. Criteria for acceptance in the council includes a track record of successfully impacting business growth metrics, as well as personal and professional achievements and honors. Hayes will be invited to work with an editorial team to share his expert insights in original business articles on Forbes.com, and to contribute to published Q&A panels alongside other experts.



Brian Hayes

• **Robert Cardillo** has been appointed to the Guidance Council of **Utah State University's Space Dynamics Laboratory** in North Logan. Cardillo most recently served as director of the National Geospatial-Intelligence Agency, the nation's primary source of geospatial intelligence, or GEOINT, for the Department of Defense and the U.S. intelligence community. Prior to that, he served as the deputy director of national intelligence for intelligence integration and as the deputy director for the Defense Intelligence Agency. The Guidance Council helps guide the organization strategically and tactically, support customer relationships, and provide industry insight and networking.



Robert Cardillo

RESTAURANTS

• **Campos Coffee**, an Australian specialty coffee brand, has opened a location at the base of Park City Mountain in Park City. Campos crafts and roasts coffee in the United States at its flagship roastery and kitchen in Salt Lake City.

RETAIL

• **Natural Grocers** will open its relocated, 18,000-square-foot St. George store at 712 Telegraph St., Washington, on June 13. Natural Grocers by Vitamin Cottage Inc., based in Colorado, is a specialty retailer of organic and natural groceries, body care products and dietary supplements. It has 152 stores in 19 states.

SENIOR LIVING

• A new senior living community will open this month

in North Ogden. **The Lodge at North Ogden**, 204 E. 1700 North, recently had an open house. The Lodge at North Ogden is operated by **Watermark Retirement Communities Inc.** and will provide 22 independent living, 78 assisted living and 30 memory care rental residences.

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TECHNOLOGY/LIFE SCIENCES

• **Nav**, a Salt Lake City-based fintech company, has announced that **Steve Platt** has been appointed to its board of directors. Platt is group president of global business information at Experian. Platt previously held operating and new product creation roles in Experian's Decision Analytics

com initiatives for the Gadget Guard, Black Ice and Alara brands. Most recently, McKnight served as vice president of marketing for Xfinity Mobile, where she led the brand development and launch at Comcast. She also has worked at Samsung Telecommunications America and Sprint PCS.

• **SpotX**, a Denver-based video advertising and monetization platform company that is part of RTL Group, has appointed **Neal Richter** as chief scientist. Richter will lead the company's new Salt Lake City office, which will serve as a hub for research and development teams. Richter will invest in SpotX data science and machine learning efforts as well as the greater RTL Group's work in artificial intelligence.



Steve Platt

business, driving innovation and growth in identity verification, fraud detection, credit risk and collections management.

• **SpotX**, a Denver-based video advertising and monetization platform company that is part of RTL Group, has appointed **Neal Richter** as chief scientist. Richter will lead the company's new Salt Lake City office, which will serve as a hub for research and development teams. Richter will invest in SpotX data science and machine learning efforts as well as the greater RTL Group's work in artificial intelligence.

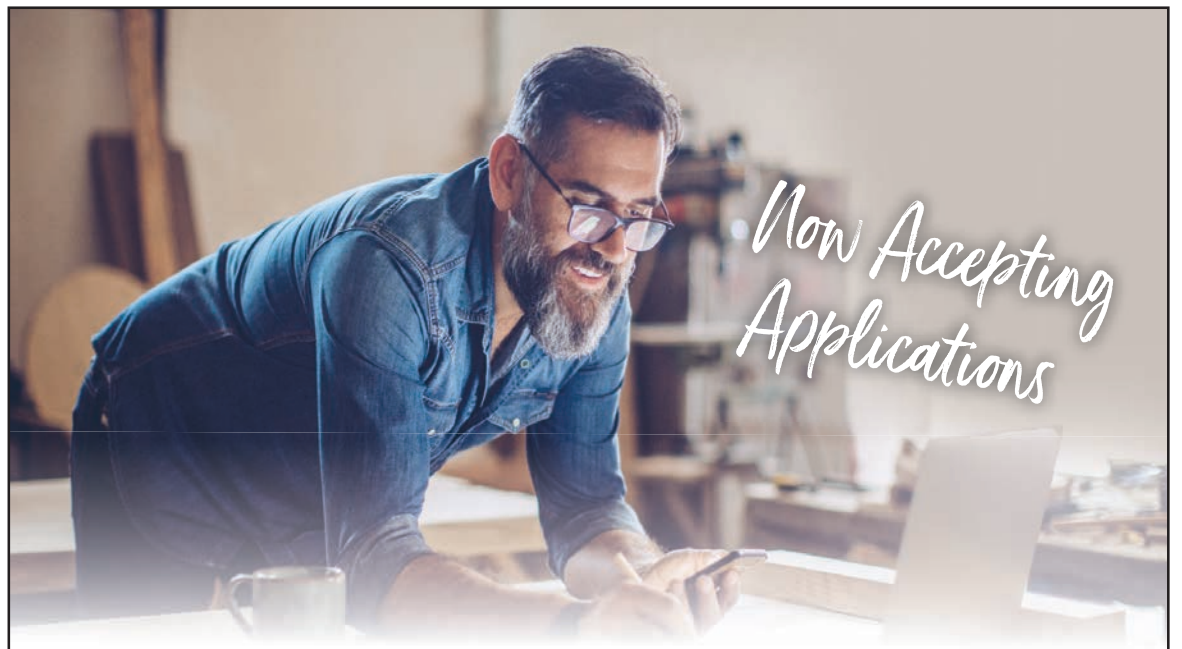


Neal Richter

Richter has 20 years of experience in software development and data science. Most recently, he was chief technology officer at Rakuten Marketing.

VENTURE CAPITAL

• **VentureCapital.Org**, a venture accelerator, is seeking applicants for participation in its upcoming Deal Forum events in Utah and Idaho, as well as WeROC (Women Entrepreneurs Realizing Opportunities for Capital) in October. There is no fee to apply or present. Selected companies will receive free mentoring leading up to the pitch event. Applications may be submitted at <https://gust.com/organizations/investors-choice>.



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

To apply visit sandychamber.com

— THE SANDY CHAMBER —

BUSINESS INSTITUTE

Apartment complex scheduled to be built in SLC 'opportunity zone'

One of the underutilized areas in Salt Lake City's central business district has been named as the site of a mixed-use urban in-fill housing complex. Utah homebuilder CW

Urban will construct a six-story apartment building, replacing a 0.34-acre surface parking lot at 218 S. 200 E. in downtown Salt Lake City. Dubbed "The Birdie," the site is locat-

ed in one of Salt Lake City's qualified "opportunity zones." The building will feature 61 residential units over a one-story podium with condominium-level finishes includ-

ing quartz countertops, black stainless-steel appliances, gas ranges, 10-foot to 12-foot ceilings with a mix of traditional floor plans and oversized penthouse units. The 4,220-square-foot roof-top plaza will feature a tree canopy, gazebos and fire pits. Transportation-centered amenities include a bus stop outside the front doors, long-term conditioned bicycle storage, an indoor bike wash station and 2,300 square feet of ground-floor space for commercial use.

The Birdie will incorporate City Lyft, a three-story mechanical parking garage system that will maximize space by stacking and organizing vehicles vertically and horizontally in assigned stalls. Due to the site's tight constraints, the parking system allows cars to be taken off the street while making the best use of a small amount of space.

CW Urban will take advantage of tax incentives with the federal qualified opportunity zone program to build

the complex. "We were deep into the due diligence process on this project when the QOZ maps were released," said Darlene Carter, division president of CW Urban. "Our team was nimble to be able to follow the rules and regulations associated with the QOZ and close on this project with QOZ funds to build a 'community within community.' The opportunity zone program, established under the 2017 Tax Cuts and Jobs Act, provides special incentives for investors to spur economic development and job creation while substantially improving distressed communities.

Construction is anticipated to commence by July and be completed in the fall of 2020.

Argosy Real Estate Partners of Denver will partner with CW Urban to fund the project. Based in Centerville, CW Urban is an urban real estate developer specializing in the construction of urban in-fill townhomes, condos and apartments.



A surface parking lot at 218 S. 200 E. in downtown Salt Lake City will be the site for a six-story apartment complex to be known as "The Birdie." Construction will start next month and be completed by the fall of 2020, according to the builder, CW Urban of Centerville.



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Succeeding in Your Business

Online reviews, Part 2: Respond only if the review is reasonable

"I started a solo law practice last year. As part of my marketing efforts, I encourage my clients to post positive reviews on their websites and social media pages.

"Well, I just found out that a client posted a highly negative review of me on Avvo.com." (Note: Avvo is an online review site — similar to Yelp — where people can review lawyers and other legal professionals.) "I was shocked. Not only did the client not warn me he was going to do this, but he told me to my face he liked the job I did and would say nothing but positive things about me.

"Part of me wants to just ignore this. Another part of me wants to respond and tell the truth about what happened. And all of me wants to strangle this client. What should I do?"

First of all, I would advise against strangulation — go online and search "(your state) first degree murder" and you will see why.

Few things in a business owner's life

burn your breakfast like a negative review, especially where (like here) it comes out of the blue.



CLIFF ENNICO

You can always sue the person for defamation or libel. This means the person intentionally published a false and misleading statement of fact about you with the goal of hurting you and your practice. It will cost you tons of time and money, however, and there's no guarantee you will win. If a judge finds that the person was merely expressing an opinion, you will probably lose. The last time I looked, people are entitled to their opinions in the U.S.

You will not be able to sue the website where this review appeared. Section 230 of the Communications Decency Act of 1996 gives website owners extremely broad protection from defamation lawsuits involving content posted by other people. A number of lawsuits (mostly involving dentists, for some reason) have tried to force websites to delete negative reviews from dissatisfied

clients, but almost all have failed because of Section 230.

You could ignore the review altogether, but think carefully before you do. Lots of people check online reviews before hiring professionals, and if they know about Avvo, they will look there. Here's Cliff Ennico's rule: If the review looks like an incoherent rant posted by someone who was raging drunk at 4 o'clock in the morning, with misspelled words, bad grammar and few solid facts that would indicate you didn't do your job, ignore the review because most people won't take the review seriously.

Not sure if a review falls into this category? Try reading the review out loud. If you come out sounding like Boris Badenov from the old "Rocky and Bullwinkle" cartoons, you probably shouldn't respond. Responding to such a review only adds legitimacy to the person who posted it.

If a reasonable person is likely to take the review seriously, then you probably will need to respond to it. But you have to be extremely careful, because you are a lawyer. Lawyers cannot disclose confidential

information about their clients (although clients are free to disclose whatever they like). If your respond to this review with a highly detailed explanation of "what really happened," the client might be able to sue you (or go after your license) for disclosing confidential information.

You also want to be careful to show the world that you are a clear, calm, level-headed professional. Getting involved in a tit-for-tat argument with a client never ends well — even if you technically win, people will avoid you for fear you will treat them the same way if they have a legitimate complaint.

Here's one way you might respond to the review: "I was extremely surprised to read your review below, as you told me in our last phone conversation you liked the work I did for you. This is the first I've heard you were not satisfied with my services, and I'm really sorry you feel this way. Please call me at your earliest convenience."

see ENNICO page 19

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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.

June 8, 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>.

June 11, 7:15-9 a.m.

Breakfast Meeting, an Association for Corporate Growth (ACG) Utah event. Speaker is Chris Anderson, chief operating officer at HUB Promotion Group. Location is Marriott City Center, 220 S. State St., Salt Lake City. Details are at <https://www.acg.org/utah/events/>.

June 11, 7:45-9 a.m.

Breakfast Meeting, an ACG (Association for Corporate Growth) Utah event. Speaker is Chris Bowler, co-founder and CEO of Creminelli Fine Meats. Location is Marriott City Center, 220 S. State St., Salt Lake City. Details are at <https://www.acg.org/utah/events/june-11-breakfast-meeting-chris-bowler>.

June 11, 8:30 a.m.-4 p.m.

“Vibe Summit: Conscious Leadership and Culture,” presented by Illuminate, Tiffany Peterson, Mary Crafts and Silicon Slopes. Location is The Barn at Thanksgiving Point, 2002 N. Thanksgiving Way, Lehi. Cost is \$199. Details are at thevibesummit.com.

June 12, 7:30-9:30 a.m.

“International Dispute Resolution: Protecting Your Interests at Home and Abroad,” presented by World Trade Center Utah and Parsons Behle & Latimer and focusing on international arbitration. Presenters are Barbara Bagnasacco and Kevin W. Johnson, attorneys at Parsons Behle & Latimer; and Harry P. Trueheart III, attorney at Nixon Peabody. Location is World Trade Center Utah, 60 E. South Temple, Suite 300, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

June 12, 19, 8:30-11:30 a.m.

Sales Academy, a Sandy Area Chamber of Commerce Business Institute event designed to help you clearly identify the problem your business solves, who has the problem, where to find them, how to emotively speak to them, and

ultimately how to provide a value so compelling that your prospects become clients who develop a connection to your brand. Location is Salt Lake Community College’s Miller Campus, MFEC 223, Sandy. Cost is \$25 for members, \$50 for nonmembers. Registration can be completed at Eventbrite.com.

June 12, 8-9:30 a.m.

“Bold Ideas on Tax Reform” Workshop, a Utah Valley Chamber event. Location is Zions Bank, eighth floor, Rock Canyon Room, 180 N. University Ave., Provo. Details are at thechamber.org.

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

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

June 12, 11:30 a.m.-2 p.m.

Third Annual Silicon Slopes Summer Bash, a Silicon Slopes event in partnership with StackReal Estate. Location is Thanksgiving Park, 2600 Executive Parkway Pavilion, Lehi. Free. Registration can be completed at Eventbrite.com.

June 12, 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.

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

Wasatch Business Series, hosted by the Holladay Chamber of Commerce. Location is 4747 S. Holladay Blvd., Holladay. Cost is \$20 prepaid. Details are at www.holladaychamber.com/ticket/jun-elunch.

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

“Let’s Do Lunch,” a Sandy Area Chamber of Commerce networking event. Location is The Hub Food Truck Park, 982 S. Jordan Parkway, South Jordan. Registration can be completed at Eventbrite.com.

June 12, noon-1 p.m.

“Startup Stories,” a Kiln event featuring Alex Bean, co-founder and CBO of Divvy. Location is Kiln, 2701 N. Thanksgiving Way, Suite 100,

Lehi. Details are at <https://kiln-space.com/events/kiln-start-up-stories>.

June 12, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Ogden Golf & Country Club, 4197 S. Washington Blvd., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

June 13-14

Ninth Annual Tastemakers Event, presented by *Salt Lake* magazine and allowing patrons to sample items from more than 27 of Salt Lake City’s restaurants, distilleries and bars. Location is The Gateway, Salt Lake City. Cost is \$45 for a “Tasting Pass,” \$85 for a VIP pass. Tickets are available at Eventbrite.com.

June 13, 8-10 a.m.

“Silicon Slopes Town Hall: Tax Reform,” a Silicon Slopes event focused on the desire to dramatically change the tax system. Location is Silicon Slopes, 2600 W. Executive Parkway, Lehi. Registration can be completed at Eventbrite.com.

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

Lunch & Learn, a Murray Area Chamber of Commerce event. Speaker is from Elevation Chiropractic. 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.

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

Golf Outing and Luncheon, a Davis Chamber of Commerce event featuring miniature golf, executive putting course, driving range and batting cages, plus a noon lunch buffet. Location is Swan Lakes Golf Course, 850 N. 2200 W., Layton. Cost is \$20. Details are at davischamberofcommerce.com.

June 13, 3-4 p.m.

“How to Create a Unified Revenue Goal for all of Your Teams,” a Silicon Slopes event. Keynote speaker is Sterling Snow, senior vice president of revenue at Divvy. Location is Strala, 2901 W. Bluegrass Blvd., Suite 410, Lehi. Free. Details are at siliconslopes.com.

June 13, 4:30-6:30 p.m.

Sixth Annual Chamber Bowl, a Murray Area Chamber of Commerce event. Location is Bonwood Bowl, 2500 S. Main St., South Salt Lake. Cost is \$7

(includes three games and shoe rental). Details are at murraychamber.org.

June 13, 6:30-8:30 p.m.

“Books for Every Small-Business Owner,” a SCORE event. Location is Sandy City Library, 10100 S. Petunia Way, Sandy. Free. Details are at <https://utahsbdc.org/trainings>.

June 14

Sandy Area Chamber Golf Classic. Registration begins at 7:30 a.m., followed by the tournament at 8:30 a.m. Luncheon awards ceremony follows the end of play. Location is River Oaks Golf Course, 35 E. 9270 S., Sandy. Cost is \$1,500 for a four-some. Sponsorships are available. Details are at sandychamber.com.

June 14, 7:30-8:30 a.m.

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

June 14, 7:45-9 a.m.

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

June 14, 8 a.m.-4 p.m.

Product PowerUp, an event bringing together industry experts on key issues and topics for tangible product companies. Event will feature workshops and speakers discussing manufacturing, supply chain, retail, marketing and more, plus networking opportunities. Topics include “Stay Hungry: How Malouf Went from a Small Startup to a Global Enterprise,” “Vertical Manufacturing” and “Getting It Made.” Location is Cache County Event Center, 490 S. 500 W., Logan. Registration can be completed at Eventbrite.com.

June 14, 11:30 a.m.

Second Friday Casual Lunch, a ChamberWest event. Location is Applebee’s, 3736 W. 7800 S., West Jordan. Pay if ordering a lunch. Details are at (801) 977-8755 or Connie@ChamberWest.org.

June 14, noon- 1 p.m.

Silicon Slopes Live, a live recording of a Silicon Slopes podcast featuring Brandon Rodman, CEO of Weave. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free.

Details are at siliconslopes.com.

June 15, 10 a.m.-noon

“Strategies to Increase Your Sales,” a SCORE event. Location is Corinne & Jack Sweet Branch Library, 455 F St. E, Salt Lake City. Free. Details are at <https://utahsbdc.org/trainings>.

June 17, 6:30 a.m.-2 p.m.

Annual Golf Tournament, a Davis Chamber of Commerce event. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Sponsorships are available. Details are at davischamberofcommerce.com.

June 17, 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 Mountain America Credit Union, 3065 W. 5400 S., Taylorsville. Details are at westjordanchamber.com.

June 18, 7:30 a.m.-1 p.m.

ACC 13th Annual Chief Legal Officer Roundtable, an Association of Corporate Counsel Mountain West Chapter event presented by Parsons Behle & Latimer. Location is Parsons Behle & Latimer, 201 S. Main St., Suite 1800, Salt Lake City. Free for members, \$100 for nonmembers. Registration can be completed at Eventbrite.com.

June 18, 10-11:30 a.m.

“Investing in Human Capital,” a West Jordan Chamber of Commerce event. Theme is “The Transformation Challenge: The Six Steps to Planning and Execution.” Location is Mountain America Credit Union, 3065 W. 5400 S., Taylorsville. Free for members, \$10 for nonmembers. Details are at westjordanchamber.com.

June 18, 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.

June 18, 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.

CALENDAR

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June 19, 6-9 p.m.

“Search, Social and Attribution,” a Utah DMC (Digital Marketing Collective) event. Presenters are Simon Poulton, vice president of digital intelligence at Wpromote, discussing “Democratizing Attribution: Understanding the Incremental Impact of Your Digital Marketing”; and Mark Irvine discussing “Search and Social: Three Tricks to Make Your Advertising Work Better Together.” Location is Adobe, 3900 Adobe Way, Lehi. Free for members, \$20 for nonmembers. Registration can be completed at Eventbrite.com.

June 19, 8-10 a.m.

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

June 19, 8 a.m.-4 p.m.

“The Successful Supervisor: Critical Skills for Effectiveness,” an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt

Lake City. Cost is \$225. Details are at employerscouncil.org.

June 19, 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>.

June 19, 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.

June 19, 3:30-5 p.m.

Business Connections, a

ChamberWest event featuring relationship-building, business connections, opportunities to present your business and two 10-minute presentations. Location is Hampton Inn & Suites by Hilton, 3923 W. Center Park Lane, West Jordan. Free for members, \$5 for nonmembers. Details are at (801) 977-8755 or chamber@chamber-west.com.

June 20, 7:30-9 a.m.

“Utah Mega Sites: Shovel-Ready Sites to Reduce Developer Risk,” presented by ULI (Urban Land Institute) Utah and NAIOP and focusing on the mega site program of the Economic Development Corporation of Utah. Location is 1255 S. 3600 W., Salt Lake City. Free for ULI members, \$75 for nonmembers. Details are at <https://utah.uli.org/event/>.

June 20, 7:45 a.m.-5 p.m.

Fourth Annual Disaster and Emergency Preparedness Symposium, designed to provide a forum for the exchange of information and ideas related to all aspects of disaster and emergency preparedness, management and response and is for all members of the private and public sectors. Location is Ecker Hill Middle School, 2465 Kilby Road, Park City. Cost is \$59 before June 13, \$79 thereafter. Details

are at <https://ce.rmcoeh.utah.edu/wconnect/ace/CourseStatus.awp?&course=19DEPS062019>.

June 20, 8-10 a.m.

“Harassment Prevention Training For Employees,” an Employers Council event in Spanish. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

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

Summer Social and Networking Meeting, a Davis Chamber of Commerce event. Location is Megaplex Theatres at Legacy Crossing, 1075 W. Legacy Crossing Blvd., Centerville. Cost is \$20 for members, \$25 for guests. Details are at davischamberofcommerce.com.

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

WBN Luncheon, a Utah Valley Chamber event. Speaker Leyah Valgardson, founder of Leader’s Voice and women’s executive leadership coach, will discuss leadership elements. Location is Hyatt Place, 180 W. 100 N., Provo. Cost is \$25 for chamber members, \$30 for nonmembers. Details are at thechamber.org.

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

“Multiplying Lasting Pro-

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

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

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

June 21, 7:30-8:30 a.m.

“Eggs & Issues,” a Murray Area Chamber of Commerce event. Speaker is Jennifer Kennedy of the Murray City Recorder’s Office. Location is Anna’s Restaurant, 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to everyone. Details are at murraychamber.org.

June 21, 8-10 a.m.

Utah County Speednet, a Utah Valley Chamber speed networking event. Location is

see CALENDAR next page



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CALENDAR

from previous page

SCERA Center for the Arts, 745 S. State St., Orem. Free. Details are at thechamber.org.

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

"Bagels & Business," a Salt Lake Community College event. Speaker Hossein Dadkhah, founder and COO of consulting firm Data-Driven CIOs, will discuss "Will Your Company Survive a Cyber Attack?" Location is Salt Lake Community College's Miller Campus, 9690 S. 300 W., third floor, Corporate Partnership Center, Building 5, Sandy. Details are at <https://events.r20.constantcontact.com/register/eventReg?oeidk=a07egcqbz3t170d07fc&oseq=&c=&ch=>.

June 21, noon-1 p.m.

Silicon Slopes Town Hall featuring Eric Sharp, chief technology officer and co-founder, and Kat Kennedy, chief product officer and founding team member, both from Degreed. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at siliconslopes.com.

June 24, 7 a.m.-2 p.m.

Classic Golf Tournament 2019, a Salt Lake Chamber event. Registration and breakfast begin at 7 a.m., followed by 8 a.m. shotgun start. Location is Salt Lake Country Club, 2400 Country Club Drive, Salt Lake City. Cost is \$400. Sponsorships are available. Details are at slchamber.com.

June 24

Slopes Cup '19, a Silicon Slopes golf tournament supporting the local startup and tech community of Utah. Check-in starts at 8 a.m., followed by the tournament 9 a.m.-1:30 p.m. Location is Alpine Country Club, 5000 W. Alpine Country Club Lane, Highland. Sponsorships are available. Details are at <https://www.slopescup.com/>.

June 25, 8 a.m.-noon

"Advanced I-9 Practice," 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.

June 25, 11 a.m.-12:30 p.m.

Free Business Coaching, a ChamberWest event. Greg Cassat of Zions Bank will offer answers and guidance as a service through the Business Resource Center. Location is ChamberWest, 3540 S. 4000 W., Suite 240, West

Valley City. Free. Details are at chamberwest.com.

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

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is The Monarch, 455 25th St., Ogden. Cost is \$20 for WIB members and youths, \$30 for non-WIB members. Details are at ogdenweberchamber.com.

June 25, noon-1 p.m.

Business Economic Outlook 2019, an FCBU Business Seminar Series event sponsored by First Community Bank and Layton City. Speaker is Doris Geide-Stevenson, professor of economics at Weber State University. Location is First Community Bank Main Branch, 12 S. Main, Layton. Free. Registration deadline is June 21. Registration can be completed at (801) 813-1729 or brady@fnbutah.com.

June 25, 5:30-7:30 p.m.

BioBreak, a networking event for biotech, pharma, medtech, diagnostic and venture capital executives. Location to be provided upon registration. RSVP deadline is June 24. Free membership in the national BioBreak organization is required to attend. Application is available at <http://biobreak.org>.

June 27, 10 a.m.-noon

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

June 26, 7 a.m.-3 p.m.

Annual ChamberWest Golf Classic, a ChamberWest event for members only. Breakfast is at 7 a.m., followed by shotgun start at 8 a.m. Location is Stonebridge Golf Club, 4415 Links Drive, West Valley City. Cost is \$225 per twosome, \$450 per foursome. Sponsorships are available. Details are at www.chamberwest.com.

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

"Coffee Connection," a Holladay Chamber of Commerce event. Location is 3 Cups, 4670 S. Holladay Village Plaza, No. 104, Holladay. Details are at holladaychamber.com.

June 26, 3-6 p.m.

Utah Deal Forum, a VentureCapital.org live-pitch event featuring entrepreneurs seeking capital for their ventures.

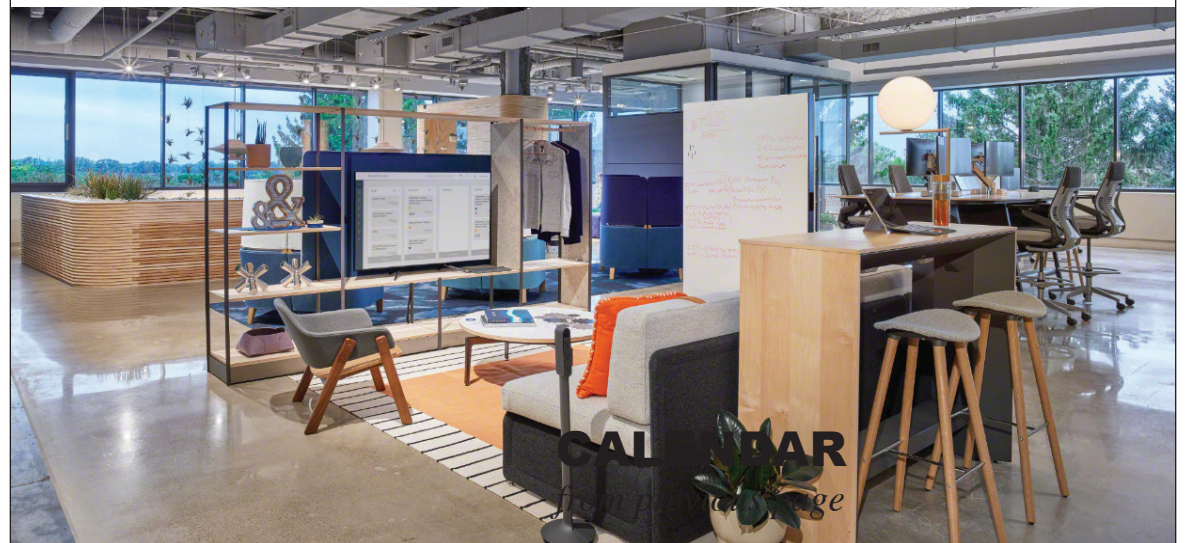
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Opinion

Kamala's plan for penalizing the pay gap latest example of phony outrage

One of the many problems with politicians is that it seems like they're in the outrage business. Some act as if they won't be needed unless there is some extreme wrong or insufferable unfairness to address. That's how we end up with politicians fighting mostly imaginary battles, which they propose to address through great sound bites and bad policies.

The latest case in point is presidential hopeful Kamala Harris' plan for "Holding Corporations Accountable for Pay Inequality in America."

The Democratic California senator's stated goal is to produce a world with "equal pay for equal work." There's nothing wrong with that, of course, if there's actually a problem. In her new report, she claims, like many others before her, that this is indeed an issue and that "women who work full time are paid just 80 cents, on average, for every dollar paid to men." That's the foundation of her report, and that number is actually meaningless.

The way she calculated this pay gap was by taking everyone who works 35 hours or more a week for the full year to find the median for women and the median

for men. The problem is that these numbers don't compare women with men who perform the same jobs, work the same number of hours and have the same education. In addition, the work of Harvard economist Claudia Goldin, whose work is impossible to ignore on the left, has shown that when measured properly, the small pay gap that remains still isn't the product of discrimination.

Instead, Goldin finds that men and women are paid differently because women demand what she calls "temporal flexibility." As she explained a few years ago in a "Freakonomics" podcast interview, this means "anything that leads you to want to have more time." Others call it the "care-giver" or "mommy tax." Some women care for children or aging parents, which requires more flexibility in the workplace — a choice or necessity that leads to differences in job selection for women and men.

There are reasons to believe that as the workplace continues to evolve and with more telecommuting, maybe more paternal involvement in children's lives and a greater willingness of clients to substitute one worker for another (like when consumers go

to the pharmacy and don't care which pharmacist they see because they are almost perfect substitutes to one another), we will see even greater convergence between men's and women's job selections.

In other words, Harris is barking up the wrong tree and using shoddy data. Then she doubles down with incredibly foolish public policy. Always the enforcer, she wants to require employers with more than 100 workers to go through the trouble of proving to a federal bureaucrat that "they're not paying women less than men for work of equal value" in exchange for an "Equal Pay Certification." If they fail to do so, they'll have to pay Uncle Sam "1 percent of their profits for every 1 percent wage gap they allow to persist."

While that may sound like a bureaucratic nightmare, it's probably even worse. Imagine the qualifying businesses having to prove that their roughly 80 million combined employees are paid according to their performance reviews and tasks. If everyone were working in factories and producing identical widgets, it wouldn't be so hard. But that's not what most businesses are like these days. Think about the work produced at think tanks, law firms or even hospitals. How do employers report their employ-

ees' divergence in creativity, entrepreneurial risk-taking or managerial talents? Every wage gap will become a liability that, in the worst-case scenario, could be remedied by employing fewer women or scaling back on flexibility so that every job looks as similar as possible.

Finally, imagine the cost in terms of additional employees that would be required on the employer side just to comply with the certification requirement. The Equal Employment Opportunity Commission, which Harris would task with the certification, would have to add several hundred bureaucrats to its approved staff of some 2,300 employees if it wants to certify everyone in a timely fashion. Labor attorneys would probably come out ahead with new litigation resulting from the disagreements between the commission and businesses.

Yes, candidates on the campaign trail often come up with bad and outrageous ideas. Yet, in the Hall of Fame of poor policy proposals, this one may quickly rise to the top.

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

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VERONIQUE de RUGY

With European elections finished, the crises are over, but the fury remains

The recent election results for the European Parliament were mixed, which meant that every side could claim a victory of sorts. Right-wing populists did gain ground, but so did some decidedly left-wing parties like the Greens. The only clear conclusion is that the traditional parties that have dominated the continent's politics since 1945 continued to see their appeal wither and their power wane.

But elections are often lagging indicators of social change. By the time the public becomes aware and engaged on a certain issue, the problem might well have passed its peak. Consider the two issues that most people believe are fueling populism in the Western world: fears about immigrants and a lack of economic opportunity. In both cases, the crisis appears to be over, but the fury remains.

The number of migrants coming into the European Union illegally is the lowest it has been in five years. In 2018, about 115,000 people crossed the Mediterranean to seek entry into Europe, an 89 percent drop from the 2015 figure. This reflects European cooperation with countries in North Africa and the Middle East to strengthen their borders and stimulate economic development while at the same time getting much stricter on asylum applications. Applicants are now rejected 2-to-1, the reverse of the statistic in 2015.

In the United States, the pattern is somewhat similar. Mexican immigration,

the issue that Donald Trump raged about when he announced his candidacy, has actually been going in the opposite direction for years now. In fact, from 2007 to 2016, the number of undocumented Mexicans living in the U.S. fell by 1.5 million.

And while there has been a recent surge of migrants from Central America — the caravans that Trump rails against — these tend to be asylum seekers who are not crossing into the United States illegally. Instead they throw themselves at the mercy of U.S. authorities at the border and plead for asylum status, which is granted to only a small percentage.

What about the other problem that has been fodder for populism — joblessness and the stagnation of middle-class wages? When Trump was on the campaign trail he suggested that the actual unemployment rate in America might be as high as 42 percent. He painted a bleak picture of life for the middle class — insecure part-time jobs, wages that never grew and benefits that were disappearing.

Recently, *The Economist* pointed out that this picture, so firmly embedded in our minds, does not comport with the facts. "Most of the rich world is enjoying a jobs boom of unprecedented scope," it noted, observing that two-thirds of OECD countries have record-high employment numbers for their working-age population. The U.S. unemployment rate, 3.6 percent, is at its lowest point in half a century. "As for precarious-

ness," *The Economist* writes, "the gig economy accounts for only around 1 percent of jobs [in America]." Finally, tight labor markets and minimum wage laws are together moving wages up.

None of this is to suggest that life is easy for people outside of the top tiers of these countries. But the picture of stagnation that we have become used to is out of date and, to best address it, we need to understand what is really happening. For example, *The Economist* points out that in

countries with stubbornly high unemployment such as Italy, labor laws and unions tend to protect existing workers and keep new entrants out of the job market.

Whenever crises flare up in liberal, democratic, capitalist societies, there is a tendency to blame the political and economic systems. People push for different models as they look admiringly at nondemocratic or non-capitalist countries. This

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FAREED ZAKARIA



Opinion

Some of the reasons it's great to be a small-business owner in Utah

The challenges inherent in owning your own business can be daunting. From ensuring proper management of finances to staying competitive in the market to knowing how to manage growth effectively, there are a number of elements that make being an entrepreneur challenging. But as many a proprietor will tell you, there are aspects of running a business in Utah that make the challenge, hard work and sacrifice worth the effort.

Here are just some of the reasons why owning a business is rewarding for entrepreneurs and our community:

Following your passion. One of the biggest rewards of being a business owner is the ability to potentially create something driven by your passion. Whether it's a skill you've been utilizing in your work for years as an employee or just a hobby that you genuinely love to do, business owners have used passions from numerous places in their life to create their venture. The important thing is that you form a solid business idea around this passion, develop a well-thought-out plan and then

execute it.

Flexibility. Being your own boss is something that attracts many people to the idea of entrepreneurship. But there's actually more to the flexibility of being a business owner than just not having a "boss." For some business owners, flexibility means launching a "side hustle" alongside more traditional employment. Some see flexibility in freelance work, where your business model is based on being able to work with a number of different clients or entities simultaneously. Still others see flexibility in being able to drive their own sources of revenue instead of just "getting a paycheck."

Whatever the definition, the flexibility of being a business owner in Salt Lake City comes down to being able to determine your path, from your day-to-day operations to the direction of your career and your life.

However, remember the Spider-Man rule: With great power comes great responsibility. The flexibility of ownership also requires careful planning, intelligent

implementation and a clear understanding of your goals.

Inspiring communities. When I think about how small businesses inspire Salt Lake City, I think of food trucks. Though the idea has been around for a long time, there was an undeniable explosion of these businesses in the past decade. But beyond just the wonderful prospect of grilled cheese or tacos that can go anywhere, what is striking about food trucks is how they have affected their communities. Be it in New York, Los Angeles, Seattle or even Salt Lake City, food trucks accumulated at a magnitude as more and more local entrepreneurs launched them, while neighborhoods started holding events specifically centered around these mobile businesses. This in turn brought neighbors together and more traffic to local brick-and-mortars in many cases.

This is the power of small business in Utah, this ability to bring people together for your services and encourage other would-be business owners to strive to do the same. It makes owning a business more than just a job or a revenue stream;

it can make it a touchpoint for our community.

Driving the economy. Beyond just our local community, small businesses are also critical for the Utah economy as well. Our latest Wells Fargo/Gallup Small Business Index survey tells us that well over 60 percent of business owners nationwide are optimistic both about their current and future financial situations. This is exciting to see because these companies make up a large portion of employer firms in the U.S., allowing the nation's economy to succeed financially, grow and add more jobs.

There is no question that being a business owner can be tough, and some will tell you it's one of the hardest things to undertake. But the rewards of it can be just as powerful as the challenges. With careful planning, appropriate use of resources and a lot of hard work, becoming a Utah business owner can turn an aspiring entrepreneur into a driver of not only their future, but that of our local community and far beyond.

Steve Alsup is a district manager and small business advocate for Wells Fargo Bank in Utah.



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CALENDAR

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Location is Kiln Lehi, 2701 N. Thanksgiving Way, Suite 100, Lehi. Registration can be completed at Eventbrite.com.

June 27, 11:30 a.m.-1 p.m.

Monthly Lunch Meeting, a Murray Area Chamber of Commerce event. Location is Brio Tuscan Grille, Fashion Place Mall, 6223 S. State St., Murray. Cost is \$25 for members, \$35 for guests or after June 25. Details are at murraychamber.org.

June 27, 11:45 a.m.-1:15 p.m.

"Lunch with the Mayor," a South Salt Lake Chamber of Commerce Women in Business event featuring Mayor Cheri Wood. Location is Ramada Inn, 2455 S. State St., South Salt Lake. Cost is \$20. Details are at sslchamber.com.

June 28, 7 a.m.-3 p.m.

Murray Chamber Children's Charity Golf Classic, a Murray Area Chamber of Commerce event. Check-in and breakfast begin at 7 a.m. Shotgun start is at 8 a.m. Location is Murray Parkway Golf Course, 6345 S. Murray Parkway Blvd., Murray. Cost is \$99, \$375 per foursome. Sponsorships are available. Details are at murraychamber.org.

June 28, 9-10 a.m.

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

June 28, noon-1 p.m.

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

July 2, 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.

July 5, 8-10 a.m.

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

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

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

July 9, 10-11:30 a.m.

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

July 10, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce networking event. Location is Ogden Pioneer Days Stadium, 668 17th St., Ogden. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com.

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

"Diversity, Inclusion and Unconscious Bias," 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.

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

"How to Read Financial

Statements and Metrics," a SCORE event. Location is Sandy City Library, 10100 S. Petunia Way, Sandy. Details are at https://www.sba.gov/event/1634214.

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

Small Business Roundtable, a SCORE event. Location is Sandy City Library, 10100 Petunia Way, Sandy. Details are at https://www.sba.gov/event/1635899.

July 12, 7:30-8:30 a.m.

"Eggs & Issues," a Murray Area Chamber of Commerce event. Speaker is Matthew Phillips of the Salt Lake County Public Library. Location is Anna's Restaurant, 4770 S. 900 E., Salt Lake City. Free unless ordering from the menu. Open to everyone. Details are at murraychamber.org.

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

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

July 12, 9 a.m.

Sixth Annual Golf Tournament, a South Salt Lake Chamber of Commerce Foundation nine-hole event. Cost is \$55, \$200 per foursome. Registration deadline is July 8. Registration can be completed at (801) 466-3377.

July 13, 10 a.m.-1 p.m.

"Simple Steps for Growing Your Business," a SCORE event in Spanish. Location is Day-Riverside Library, 1575 W. 1000 N., Salt Lake City. Free. Details are at https://utahsbdc.org/trainings.

July 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 Mountain America Credit Union, 3065 W. 5400 S., Taylorsville. Details are at westjordanchamber.com.

July 16, 8 a.m.-noon

"Orientation/Onboarding Essentials: Accelerating Competence, Connection and Commitment," 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.

July 16, 10-11:30 a.m.

"Investing in Human Capital," a West Jordan Chamber of Commerce event. Theme is

"The Maxwell Method of DISC" (a workshop on personality and behavior profile). Location is Mountain America Credit Union, 3065 W. 5400 S. Taylorsville. Free for members, \$10 for nonmembers. Details are at westjordanchamber.com.

July 16, 11 a.m.-1 p.m.

"Creating Work-Life Balance for Working Moms," a Business Women's Forum event. Presenter is May Anderson, founder of Working Mom's Connection. Location is 50 West Club & Café, 50 E. Broadway, Salt Lake City. Cost is \$27 for members, \$35 for nonmembers. Details are at slchamber.com.

July 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.

July 17, 8-10 a.m.

Utah 21st Century Entrepreneur, a VentureCapital.org event. Location is Rev Road, 1555 Freedom Blvd., Provo. Registration can be completed at Eventbrite.com.

July 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.

July 18, 8 a.m.-noon

"Legal Issues for Managing Employees with Governments and Special Districts," an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$245. Details are at employerscouncil.org.

June 18, 8:30-10 a.m.

"Women in Business: Golf Tips," a Sandy Area Chamber of Commerce event with the Utah Women's Networking Group and featuring a brief golf lesson, breakfast and driving range practice. Location is River Oaks Golf Course, 9300 Riverside Drive,

see CALENDAR next page

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CALENDAR

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Sandy. Registration can be completed at Eventbrite.com.

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

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

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

Multi-Chamber Lunch, presented by the Murray Area, South Jordan, Southwest Valley and West Jordan chambers of commerce and ChamberWest. Speaker James Hadlock of Blunovus will discuss "Addicted to Silence: The Alarming Truth of Addiction in the Workplace." Location is Jordan Valley Water Conservancy Garden Park, 8275 S. 1300 W., West Jordan. Cost is \$20 for members, \$30 for nonmembers. Registration can be completed at southjordanchamber.org.

July 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.

July 19, 8:30-11:30 a.m.

"Inclusive: How the Best Leaders Build Diverse and Winning Teams," a Salt Lake Chamber event. Presenter is Sara Jones, president of InclusionPro. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$55 for members, \$75 for nonmembers. Details are in slchamber.com.

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

Monthly Luncheon Series, a Holladay Chamber of Commerce event. Location is Fav Bistro, 1984 E. Murray Holladay Road, Holladay. Details are at holladaychamber.com.

July 20, 10 a.m.-noon

"Business Growth Strategies," a SCORE event that will focus on clientele. Location is Sweet Library, 455 F St., Salt Lake City. Free. Details are at <https://www.sba.gov/event/1635893>.

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

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Ogden Eccles Conference Center, 2415

Washington Blvd., Ogden. Cost is \$20 for WIB members, first-time guests and Athena recipients; \$30 for nonmembers. Details are at ogdenweberchamber.com.

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

"Coffee Connection," a Holladay Chamber of Commerce event. Location is Great Harvest, 4699 S. Holladay Blvd., Holladay. Details are at holladaychamber.com.

July 25, 10 a.m.-noon

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

July 26, 9-10 a.m.

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

July 26, noon-1 p.m.

Women in Business Brown Bag Lunch, a West Jordan

Chamber of Commerce event. Location is Residence Inn, 7558 S. Plaza Center Drive, West Jordan. Free. Details are at westjordanchamber.com.

July 30-Aug. 27, 8 a.m.-noon

"Introduction to Human Resource Management Program," an Employers Council event taking place on Tuesdays. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$740. Details are at employerscouncil.org.

July 31, 8 a.m.-3:30 p.m.

"Lead Worker Training," an Employers Council event. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$225. Details are at employerscouncil.org.

Aug. 1, 6-7:30 p.m.

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

Aug. 1, 7:30-9 a.m.

Chamber Speaker Series, an Ogden-Weber Chamber of Commerce event. Location is Weber Center, 2380 Washington

Blvd., Ogden. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com.

Aug. 1, 8:30 a.m.-4 p.m.

"Supervisory Skills Program," an Employers Council event over four consecutive Thursdays and providing a foundation of critical skills necessary to become an effective workplace leader. Location is Employers Council, Utah office, 175 W. 200 S., Suite 2005, Salt Lake City. Cost is \$740. Details are at employerscouncil.org.

Aug. 2, 8-10 a.m.

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

Aug. 2, 8-10 a.m.

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

Aug. 2, 8:30-11:30 a.m.

"Grow Your Business: Idea Validation," a Small Business Development Center (SBDC)

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

Aug. 6, 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.

Aug. 7, 8 a.m.-noon

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

Aug. 7, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Weber County Fairgrounds, 1000 N. 1200 W., Ogden. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

Aug. 7, 6:30-8 p.m.

"Simple Steps: Startup

see CALENDAR page 18



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GOED

from page 1

SB172 requires GOED to consult with other state agencies involved in economic development and produce a written strategic plan “that contains a coordinated economic development strategy for the state” and states that the strategy consist “of a limited set of clear, concise and defined principles and goals.”

The bill requires GOED to “establish specific principles and make specific recommendations to decrease competition and increase communication and cooperation among state-level economic development agencies, providers and administrators of economic development programs in the state, nonprofit entities that participate in economic development in the state, and local governments.”

It also requires GOED to recommend “a fundamental realignment of economic development programs in the state to ensure each program’s purpose is congruent with the mission of the organization within which the program is located.”

GOED also is to establish goals and principles to ensure the strategy works for both urban and rural areas of the state, and to provide recommendations on how existing rural economic development programs should be restructured or realigned. GOED also must assess the effectiveness of the state’s economic development incentives and make recommendations regarding them.

At the summit, Hale encouraged audience members to get involved with the new subcommittees. “If you have thoughts and ideas about these topics, please reach out in the next month or so and we’ll put you in contact with the appropriate subcommittee chair to share your ideas,” he said.

At the May meeting of the GOED board, Hale listed the subcommittees and their areas of study: incentives, workforce development, rural economic development, realignment/reorganization, measurement and metrics, tourism and event sponsorships, innovation, venture capital, economic clusters, public/private partnerships, entrepreneurship and small business, and international trade.

Each subcommittee will study objectives, goals, recommendations and, if applicable, a proposed budget.

Jerry Oldroyd, chairman of the GOED board, said the review is “something I think could be very transformational for the state.”

“The last, at least, five years there’s been significant discussion about changing economic devel-

opment,” he said. “And it varies. In good times, [people say] ‘We could do away with economic development.’ In bad times, [they say] ‘Why in the hell haven’t we done more in economic development?’ It’s very schizophrenic that way.”

“This [review] will have broad ramifications going forward, hopefully. ... I’m hoping that this can move economic development forward for, really, the next decade,” Oldroyd said.

Hale said bringing in various agencies to discuss economic development in a broad way is a first.

“We’re going to bring in every entity that has a touchpoint with economic development and have them around the table to talk about this,” he said. “And I think that’s good because we really do need to look at the long-term impact of economic development on the state.”

CALENDAR

from page 17

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

Aug. 8-9

“Innovation Mindset,” a University of Utah event. Location is University of Utah Executive Education, 1731 E. Campus Center Drive, Salt Lake City. Cost is \$1,800. Details are at <https://eccles.utah.edu/programs/executive-education/product/creating-a-culture-of-innovation/>.

Aug. 8, 11:30 a.m.-1 p.m.

June WIB Luncheon, a Davis Chamber of Commerce event. Location is 850 N. 2200 W., Layton. Cost is \$20. Details are at davischamberofcommerce.com.

Aug. 8, 6-9 p.m.

“Podcasting, YouTube and Social Media,” a Silicon Slopes event. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Details are at siliconslopes.com.

Aug. 8, 6-8 p.m.

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

Aug. 9, 7:30 a.m.-noon

Small Business Nine-Hole Golf Tournament, a Salt Lake

Chamber event. Location is Stonebridge Golf Course, 4415 Links Drive, West Valley City. Cost is \$75, \$30 for bunch only. Sponsorships are available. Details are at slchamber.com.

Aug. 9, 7:45-9 a.m.

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

Aug. 9, 8:30-11:30 a.m.

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

Aug. 13, 10-11:30 a.m.

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

Aug. 14, 8 a.m.-noon

“Frontline Leadership Training: Speaking Up and Down the Organization,” a Small Business Development Center (SBDC) event. Location is Tooele Technical College, Board Room, 88 S. Tooele Blvd., Tooele. Cost is \$98. Details are at <https://clients.utahsbdc.org/events.aspx>.

Aug. 14, 6-8 p.m.

“Starting Your Business 101,” a Salt Lake Small Business Development Center (SBDC) event. Location is Salt Lake SBDC, Salt Lake Community College, MCPC 110, Sandy. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

Aug. 15-16

“Women’s Leadership: Mastering Public Speaking,” a University of Utah event. Location is University of Utah Executive Education, 1731 E. Campus Center Drive, Salt Lake City. Cost is \$1,800. Details are at <https://business.slchamber.com/events/details/university-of-utah-presents-women-s-leadership-mastering-public-speaking-11373>.

Aug. 15, 8:15 a.m.-3:30 p.m.

Utah Employers Summit, an Employers Council event. Location is Radisson Hotel Salt Lake City Downtown, 215 W. South Temple, Salt Lake City. Cost is \$199 for members, \$239 for nonmembers. Details are at employerscouncil.org.



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VOLUNTEER



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

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happened in the 1970s, when the West was mired in stagflation and political dysfunction and many thought the Soviet Union was stable and on the march. In 1975, the Trilateral Commission issued a famous report titled “The Crisis of Democracy.” A decade later, stagflation had been licked, the West was booming, and the Soviet Union was beginning to collapse.

Open societies often seem

weak because their problems are aired publicly and debated loudly. What gets lost in the din are the myriad responses to these problems, bubbling up from markets, civil society and government. Capitalism and democracy are open and responsive systems, and they are reacting and adjusting to the public’s concerns, even while populists continue to peddle little more than deception, despair and demagoguery.

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

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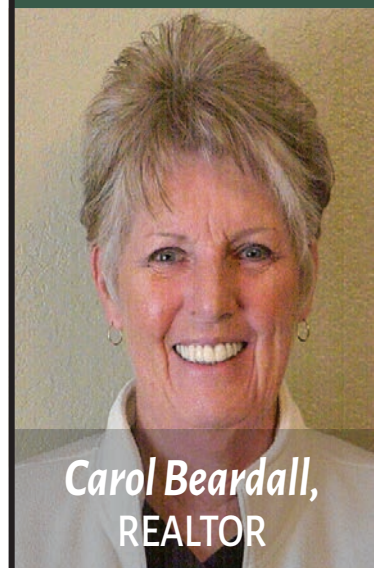
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ENNICO

from page 10

nience, as I'm happy to do anything I can, without charge, to address your concerns. Please do not respond with a posting to this site, as you know I cannot ethically disclose details of our lawyer-client relationship that must be kept confidential and are protected by the attorney-client privilege."

By responding this way, you've done several good things. First, you've shown the world you are a responsible attorney who cares deeply about client satisfaction. Secondly, by saying, "This is the first I've heard of this," you suggest that the reviewer did not give you the chance to make the situation right before posting the review, which puts him in a negative light. Lastly, by pointing out your obligation of confidentiality, you are telling the world why you cannot defend yourself in a way that puts you squarely on the high ground.

If the reviewer responds to this message online, reply with the short statement: "Per my previous posting, please call me, as I am not ethically permitted to have this conversation online."

Then forget about it, treat yourself to a brandy and get on with your practice. You've done the best you can do.

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

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