

## OF NOTE



### Going into the sky

Salt Lake City is poised to get a new luxury apartment building in downtown that would eclipse the city's current tallest structures. If approved by city planners, the 448-foot Kensington Tower would be built at 75 E. 200 S. where a Carl's Jr. restaurant now stands. The structure would be taller than the Wells Fargo building that rises to a height of 442 feet, two feet taller than the Church Office Building of The Church of Jesus Christ of Latter-day Saints.

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## Medical cannabis laws leave employers dazed

**Brice Wallace**  
*The Enterprise*

One public vote, a compromise bill, special legislative sessions and two amendments later, Utah's medical cannabis situation and its potential effects on employers remains in a haze.

Hoping to clear the air a bit, Ryan Nelson, Employers Council's Utah president, conducted a breakout session at last week's ChamberWest Fall Conference. But

the presentation sometimes left audience members shaking their heads as they tried to understand and reconcile, for example, the conflicts between federal employment laws such as the Family and Medical Leave Act and the Americans with Disabilities Act and state code as they apply to medical cannabis users.

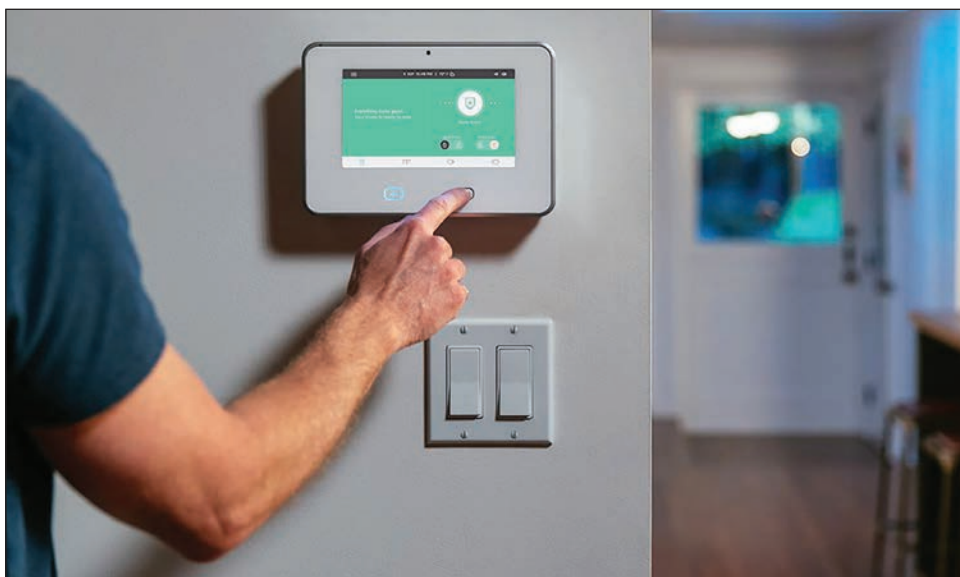
Add to that the knowledge that everything is still in flux. Last Monday, more than 100 pages of amendments were added to the state legislation, and a proposal by the local chapter of a human resources

organization likely will be a topic for the 2020 general legislative session.

"One point of advice that I would strongly recommend for each of you is that you keep your eyes on this, because it's going to continue to change," Nelson told the group. "It's not a static once-and-done, and Monday is a great example of that. The law will continue to be tuned-up and adjusted to meet not only the needs of the public but also the needs of the culture and public policy of the state."

And those tune-ups and adjustments will affect companies.

**see CANNABIS page 4**



*Vivint Smart Home, a huge home automation company in Provo, has announced a merger with a New York firm that will bring it \$700 million in new capital and a probable move to public ownership.*

## Vivint merger nets \$700 million and a probable move to public

**John Rogers**  
*The Enterprise*

Provo-based security and home-automation giant Vivint Smart Home could be a public company later this year, thanks to a merger with Mosaic Acquisition Corp., a special-purpose company formed in October 2017 for just such an occasion — acquiring an established firm and taking it public. Vivint announced the merger in a press release last week.

Located in New York City, Mosaic is an investment entity created by a subsidiary of the Japanese investment giant Soft-

Bank Group, which will rename its public company Vivint Smart Home following the merger.

Mosaic will enter into the merger as part of a requirement placed on the company by the New York Stock Exchange in order to retain its status as a public company. In October 2018, Mosaic was notified that the company was not in compliance with NYSE's listing standard that requires NYSE-listed companies to have a minimum of 300 public stockholders on a continuous basis. At the time, Mosaic had

**see VIVINT page 5**

## Transportation, entertainment drive CPI hike

Even though the cost of housing took its biggest drop in almost two years, the Zions Bank Wasatch Front Consumer Price Index (CPI) edged up 0.4 percent from July to August. Higher prices in the transportation and recreation sectors were mostly to blame.

In the past year, the CPI has grown 3.1 percent, while the national Consumer Price Index has increased 1.7 percent since August of last year.

Recreation expenses increasing 9.3 percent during the month due to a major jump in the price of cable and satellite TV. Transportation costs were driven up 0.9 percent by seasonal fluctuations in vehicle prices and the end of a year-long dip in insurance rates.

In a reversal of a recent trend, the housing sector saw a dip in prices in August, falling 0.5 percent — the largest single-month drop since October 2017. The decline was due primarily to a leveling-off of home prices and falling hotel and motel rates at the end of the summer travel season. In part because it's the largest monthly

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*The Huntsman Cancer Institute at the University of Utah has broken ground on its next major expansion. Earlier this month, dignitaries met to launch construction of the Kathryn F. Kirk Center for Comprehensive Cancer Care and Women's Cancers at HCI. The addition will rise eight stories with a floor dedicated to women's cancers, a new endoscopy center, increased services for blood and marrow transplant patients, an expansion of the HCI Wellness and Integrative Health Center and 48 new inpatient hospital rooms. Lead donors Spencer and Kristen Kirk named the building in honor of Spencer Kirk's mother.*

*"HCI is the official cancer center of Utah," said Gov. Gary Herbert, who attended the groundbreaking ceremony. "There are 100 beds here right now and, unfortunately, they're almost always full. That speaks to the growing need of the citizens of Utah and the Mountain West to have a place for the world-class cancer care HCI has always provided." HCI is the only National Cancer Institute-designated Comprehensive Cancer Center in the Mountain West, the highest national designation possible for a cancer research and care center.*

*The expansion is projected to cost \$148 million. To date, more than 40 donors have committed a total of \$104 million to the project. When the new building is fully operational, the number of annual outpatient visits at HCI will grow from 125,000 to 180,000.*

# Talent Ready Utah announces expansion of the Aerospace Pathways program in Tooele

Talent Ready Utah, an initiative managed by the Governor's Office of Economic Development that develops industry and education partnerships to help build Utah's workforce, in partnership with Tooele County School District, Tooele Technical College and the aerospace industry, has announced the expansion of the Utah Aerospace Pathways (UAP) program in Tooele. The program has been in place since 2016 and has 31 students are enrolled in the program this fall.

"The Utah Aerospace Pathways program is a U.S. best-practice initiative for workforce development," said Val Hale, executive director of the Utah Governor's Office of Economic Development. "We're pleased to partner with Tooele County School District and Tooele Tech College to provide this program to students in the area, and to support our aerospace industry partners."

UAP provides Utah students

the opportunity to graduate high school with a certificate in aerospace manufacturing and begin an aerospace manufacturing career. Students engage in externships with participating aerospace companies where students engage in a hands-on externship with industry experts. This unique collaboration between education and industry not only educates students but helps fill the talent shortage in the aerospace industry.

"The UAP program will be a great addition to Tooele Technical College, as we recently added a new composites lab to the institution," said Paul Hacking, president of Tooele Technical College. "The skills students will learn in this program, along with the other pathway courses available at Tooele County School District (TCSD), will provide them with incredible opportunities in an industry that has seen significant growth in the state of Utah. We are excited to be a part of this collaborative effort with our friends at Tooele County School District, Talent Ready Utah and valued aerospace industry partners."

The success of the program stems from the strong support of industry representatives who have helped write curriculum, provide work-based learning experiences and offer a guaranteed interview for all students who earn the aerospace manufacturing certification, Hacking said. Participating industry partners include Albany Engineered Composites, Boeing, Hexcel, Hill Air Force Base, Janicki Industries, Kihomac, MSC Aerospace, Northrop Grumman and Parker Aerospace.

"We are thrilled to support this expansion to Tooele County and thank the education partners that provide training for these students," said Michael Gitto, senior human resources business partner at Boeing Salt Lake. "It is an incredibly exciting time to join the aerospace industry, which is poised for growth in commercial, defense and space exploration, requiring new skills and providing unique career opportunities. The UAP program has been a great support to our industry, as we collaborate to strengthen Utah's talent pipeline in the aerospace industry."

"This is a perfect example of what collaboration between K-12, secondary education and industry can do to help students prepare for the future," said Scott Rogers, superintendent of TCSD.

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# Herbert-led trade mission returns from Japan and Hong Kong

Gov. Gary R. Herbert was the leader of a trade mission that just returned from a trade mission to Japan and Hong Kong. Representatives from 22 Utah companies and organizations joined Herbert on the trip organized by the World Trade Center Utah (WTCUtah) and the Utah Governor's Office of Economic Development (GOED). Japan was selected for its vast trade opportunities and stable economy.

Japan boasts the world's third-largest GDP and trade between the United States and Japan is robust. As of 2017, U.S. investments in Japan were approximately \$129.06 billion and Utah's exports to Japan have had

a five-year 45.75 percent increase to \$805.5 million in 2017.

"The importance of international trade for Utah's economy must not be underestimated," said Herbert. "Trade is particularly critical when we consider our relationship with Japan, Hong Kong and other Asian regions. As we strengthen our trade ties with our international partners, we are indeed strengthening our own state."

As a lucrative market for aircraft, aircraft parts and engines, U.S. firms have an overwhelming presence in Japan due to long-standing relationships with domestic manufacturers and trading firms. Additionally, Mit-

subishi Heavy Industries/Aerospace (MHI Aerospace) is increasing its investments into the United States. Members of the delegation from the aerospace industry met with MHI Aerospace to discuss the rapid growth of Utah's aerospace industry and opportunities for Utah aerospace companies to build commercial ties with Mitsubishi.

"Parallels between Utah and Japan's thriving industries are abundant," said Miles Hansen, president and CEO of World Trade Center Utah. "Aerospace, life sciences and energy are top priorities for both markets, and each excels at innovation in these areas."

While in Japan, the delegation met with key investors, government officials, business leaders and trade associations to forge relationships and explore opportunities for Utah to expand its economic footprint in Asia and to attract more Japanese investment to Utah.

"Trade missions are a valuable economic development tool," said Val Hale, executive director of the Utah Governor's Office of Economic Development. "They provide a unique opportunity for Utah business leaders to meet and build relationships with leaders from around the globe. I've seen successful outcomes following each trade mission."

Other members of the del-

egation, including Laura Nelson of the Governor's Office of Energy Development, met with Mitsubishi Hitachi Power Systems (MHPS) and Mitsubishi Heavy Industries (MHI). In May of 2019, MHPS and Utah-based Magnum Development announced an initiative to launch the Advanced Clean Energy Storage project in central Utah — the world's largest project of its kind. The project will incorporate 100 percent clean energy storage, deploying utility-scale technologies, which include renewable hydrogen, compressed air energy storage, large-scale flow batteries, and solid oxide fuel cells. During the meeting, the group discussed ways to strengthen this partnership and expand Mitsubishi's investments in Utah.

Before joining Herbert in Japan, Justin Harding, the governor's chief of staff, and Hale led the Utah business delegation to Hong Kong. U.S. foreign direct investment in Hong Kong was \$81.2 billion in 2017, a 17.8 percent increase from 2016.

Continuing the discussion of global trade logistics, the delegation met with Orient Overseas Container Line (OOCL), a Hong Kong-based container shipping and logistics service company that is one of the world's largest shipping companies and has its North American headquarters in Utah.

With the support of World Trade Center Utah, the Utah Governor's Office of Economic Development, Zions Bank, the U.S. Commercial Service, the U.S. Small Business Administration and the Utah Governor's Office of Energy Development, those participating in the mission included Alegra Learning Inc., Applied Composite Technology Aerospace Inc., Coalatree LLC, Colliers International, CommGap International Language Services, DPS Skis, Hand Out Gloves, Laub's Feeding and Cubing, law offices of Thomas N. Jacobson, Marcia Ling and Associates, Modal Living, Nu Skin Enterprises, Rakuten Bank America, Rez-zimax LLC, Rhodes Ward Agro, Sno-Go, Sunwarrior and the Utah Farm Bureau Federation.

## SLC's HydrantID acquired

HID Global, an Austin, Texas-based marketer of identity security products, has acquired HydrantID of Salt Lake City. HydrantID provides management and automation services to secure enterprise organizations' data, IT systems, networks and the Internet of Things (IoT). Specializing in public key infrastructure (PKI) as a service, HydrantID has issued over 3 million PKI credentials and secured over 125,000 domains.

"We are evolving HID's identity and access management business to provide one-stop so-

lutions for PKI services across the enterprise," said Stefan Widling, president and CEO of HID Global. "With the acquisition of HydrantID, we are now able to offer enterprise customers a broader range of options, plus the flexibility and scalability of PKI-as-a-service to improve information security."

HydrantID will join HID's IdenTrust operation in Salt Lake City under HID's identity and access management business led by Brad Jarvis, IdenTrust's vice president and managing director.





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A 165-foot-tall feat of structural engineering will soon call the Loveland Living Planet Aquarium in Draper its new, permanent home. The aquarium is acquiring The Claw, an impressive architectural structure that was previously the rock band U2's stage for its 360° Tour from 2009 to 2011. It will become the crown of the aquarium's nine-acre Science Learning Campus expansion. The structure traveled to 30 countries around the globe and was seen by more than 7.2 million people.

"We are excited to bring this iconic monument to its permanent home in Utah," said Brent Andersen, the aquarium's founder and CEO. "This landmark will shine a light on our mission to inspire people to explore, discover and learn about Earth's diverse ecosystems. We will use it to help people understand that the environments we live in are all interconnected as one global ecosystem, the living planet."

In addition to The Claw, the Science Learning Campus will boast an 80,000-square-foot Science Learning Center that will provide immersive experiences that encourage guests to learn about the natural world and understand the need for conservation of the planet. These experiences include a five-story Asian Cloud Forest Habitat and Endangered Species Conservation Center, interactive science stations, new indoor and outdoor animal exhibits and high-tech laboratories and classrooms.

nabis, and that triggers a variety of obligations that the employer may then need to address," Nelson said.

The legislation allows people with certain medical conditions — listed in the legislation — to purchase cannabis in medicinal dosages based on a qualified medical provider's recommendation for treatment.

"Now, all of the regulatory process? It's not there yet," Nelson said. "In fact, they've just identified the eight cultivators, the growers, those who will receive the licenses, so the administrative process is happening but it's not anywhere close to being ready to launch."

Last Monday's changes included ditching a state-centralized system for cannabis delivery and instead leaving that to 14 private pharmacies.

Nelson guided the audience through the federal and state provisions related to medical cannabis use, as well as employer obligations and various scenarios that might result in a workplace situation.

Private companies, he said, need to "decide when do we care about medical cannabis in the workplace, and why?"

In Colorado, where medicinal and recreational cannabis use is legal, companies needing more employees changed drug-testing practices because they could not find applicants who could pass a drug test screening for THC. "So a lot of Colorado employers stopped screening for THC in their drug tests, and I suspect we'll have a similar outcome here," Nelson said.

"In your roles as leadership, this [type of situation] is going to come up, and you need to be thinking about 'How can I, with the information I now have, protect the organization and take care of my individual employee?'"

Other activities employers should undertake include determining standards and amending employee handbooks; reviewing and revising company drug-testing policies; and watching for developments that could occur in state law, federal law, and federal and state courts.

One proposed amendment to Utah law comes from the Salt Lake chapter of SHRM, which calls for the elimination of any requirement that private employers accommodate the use of medical cannabis or that would affect their ability to have policies restricting that use by applicants or employees.

"It reconciles a lot of the conflict and uncertainty that passing the law created," Nelson said.

As federal and state law currently exist, private companies face myriad issues based upon a multitude of factors.

"The variety of industry, the variety of situations, the federal and state entanglement, for a Utah-based employer, frankly, it's legally intriguing and academically interesting, but very difficult to plan for and then prepare because we don't know what we don't know, so how do we make a business decision today based on uncertainty that the law doesn't provide clarity on?" Nelson said. "That puts an employer in a difficult position."

# CANNABIS

from page 1

"Understand that as a manager of people, this will apply because you will have employees who may be using medicinal can-

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## VIVINT

from page 1

45 days to present a business plan that could bring the company into compliance within 18 months. Mosaic expects to meet NYSE requirements with the Vivint transaction.

Following the merger, Vivint will have an enterprise value of \$5.6 billion, according to its release. The merger will generate about \$700 million in new capital which the company said it will use to pay down existing debt. Vivint is expected to have reve-

nues of \$1.3 billion for fiscal year 2020.

"We have been looking for an opportunity to expand for a little bit now ... This felt like a great way to finance and support the company going forward," said Vivint chief financial officer Mark Davies. "The vast majority of the proceeds from this transaction will go to paying down our debt that will give us more cash flow to invest in the business because we're not paying interest on that debt. It also gives us an opportunity to leverage some of the experience and the businesses that are owned and managed by SoftBank."

Vivint is one of the largest home automation companies in the world, with 1.5 million subscribers across 98 percent of the ZIP codes in the U.S. and in Canada. Vivint offers a suite of smart-home products along with installation, nationwide in-home service and 24/7 monitoring and customer care.

Vivint was founded by Brigham Young University grad Todd Pedersen in 1999 as APX Alarm Security Solutions and was then acquired by investment firm Blackstone Group Inc. in 2012 for more than \$2 billion. According to technology news website CEPro, Blackstone has been considering taking Vivint public for a couple of years. The website also said that Vivint has been trying new sales strategies over the past few years to improve cash flow, given the enormous cost of acquiring customers — about \$1,189 per new subscriber in 2018.

The Provo-based executive and management team of Vivint will remain unchanged, the company said. All existing Vivint directors will serve on the board of directors of the combined company. Investment funds affiliated with Blackstone and other existing investors of Vivint, including management, are retaining their full existing investment, amounting to about 78 percent of the company. Blackstone has also

agreed to invest an additional \$100 million in Vivint through an investment in the common stock of Mosaic immediately prior to the closing of the merger, which is expected in the fourth quarter of 2019 or first quarter of 2020.

David Maura, chairman and CEO of Mosaic, will serve on the board of directors for the new Vivint Smart Home along with Vivint founder and CEO Todd Pedersen, president Alex Dunn and CFO Mark Davies. Maura is the chairman and CEO of Spectrum Brands Inc., owner of several popular consumer brands like Cutter and IAMS, as well as several small-appliance and residential-electronics companies, including Kwikset, Weiser, Baldwin and Black & Decker.

"Having founded Mosaic in October 2017, I was determined to find not only the right target, but also the right partners," Maura said. "Todd and Alex have built an incredible business over the past 20 years and I am honored to be a part of the team as we look into the future."

"We are excited to partner with Mosaic to unlock the next chapter of the Vivint growth story," said Pedersen said. "We remain committed to our mission of redefining the home experience through intelligently designed, cloud-enabled solutions delivered to every home by people

who care. Just as it was in 1999 when I founded this business, to today where we are a multi-billion-dollar enterprise, our customers remain our focus. As the smart-home market rapidly expands globally, Vivint is in the early stage of a massive opportunity and is ready to create the future of how we live and interact with our homes."

Peter Wallace, a senior managing director at Blackstone, said, "Vivint has defined the smart home, becoming the industry leader on the back of its innovative products, integrated solutions and superior customer experience. We are proud to have supported the development of the company that has set the pace for the industry and are excited by the opportunity to invest further to support Vivint's future growth."

"We look forward to leveraging David Maura's prior M&A and operational experience leading a consumer-facing company," said Dunn. "Proceeds from this transaction will fortify our balance sheet, and enable us to continue to drive the innovation, customer focus and service offerings that our customers have come to expect from us. We intend to remain disciplined in our capital allocation, while driving down customer acquisition costs without sacrificing organic growth."

## CPI

from page 1

expense for most Utahns, housing still remains the primary driver of the annual increase in the price index. The housing sector is up 4.5 percent since August 2018, with apartment rental rates up slightly more, at 5.5 percent year-over-year.

"It is not uncommon to see price spikes in a particular sector when providers adjust pricing for the new year," said Randy Shumway, chairman and partner at Cicero Group, a Salt Lake City-based research firm that does

data collection and analysis for the CPI. "We see this during the summer when auto companies transition to new model year cars. We see it in other sectors, such as entertainment and with technology sales as well."

Utah's current level of price growth is expected and points to a positive outlook for the state, according to Scott Anderson, president and CEO of Zions Bank.

"Utah has one of the highest job growth and labor force participation rates in the United States, along with a very low unemployment rate," Anderson said. "Our moderate inflation continues to be a sign of a growing economy."



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# Industry Briefs

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## ARTS/ENTERTAINMENT

• The **Governor's Office of Economic Development** (GOED) board, at its September meeting, voted to increase a tax rebate incentive for the production of "High School Musical: The Musical," a 10-episode series that will air starting Nov. 12 on the Disney+ streaming service. Last October, the production was approved for an incentive of up to \$3.7 million, based on expected spending in Utah of \$14.7 million. This month, the GOED board boosted the incentive for **Salty Pictures Inc.** to nearly \$3.9 million, based upon the in-state spending estimate increasing by about \$700,000. The fourth installment of the "High School Musical" productions will be told in documentary style and follow a group of East High School students as they stage a performance of "High School Musical." The three prior productions — a TV show in 2006, a TV sequel in 2007 and a feature film in 2008 — all were shot in Utah.

## CONTESTS

• Registration is open for the **2019-20 High School Utah Entrepreneur Challenge**, a state-wide business model competition open to all students in Utah ages 14-18. The registration deadline is Feb. 19. Teams compete for \$30,000 in cash and in-kind prizes, including a \$7,000 grand prize. The competition is managed by the **Lassonde Entrepreneur Institute**, an interdisciplinary division of the David Eccles School of Business at the University of Utah, and sponsored by **Zions Bank**. Students can visit [lassonde.utah.edu/hsuec](http://lassonde.utah.edu/hsuec) to view the competition guide and apply online. Students must submit a written business model.

## ECONOMIC INDICATORS

• Residents of a ZIP code area in **Park City** have the highest average household income in Utah, according to rankings compiled by **UnitedStatesZipCodes.org** using **Census Bureau** data for cities with populations of 60,000 or more. The average in the 84098 ZIP code is \$118,245. The other top ZIP codes in Utah are (in order) 84092 (Sandy), \$113,880; 84004 (Alpine), \$113,807; 84020 (Draper), \$110,270; 84060 (Park City), \$104,645; 84108 (Salt Lake City), \$103,297; 84664 (Mapleton), \$101,357; 84095 (South Jordan), \$99,682; 84093 (Sandy), \$98,758; and 84025 (Farmington), \$97,440. The 10 ZIP codes in Utah with the lowest average household income are 84536 (Monument Valley), \$22,837; 84534 (Montezuma Creek), \$26,652; 84520 (East Carbon), \$27,989; 84111 (Salt Lake City), \$31,169; 84606 (Provo), \$35,153; 84329 (Park Valley), \$37,500; 84115 (Salt Lake City), \$38,914; 84102 (Salt Lake City), \$40,909; 84104 (Salt Lake City), \$42,130; and 84321 (Logan), \$42,584.

• **Airbnb** recently announced that its hosts in Utah welcomed about 360,900 guest arrivals and earned a combined \$37.3 million between Memorial Day and Labor Day. The top five city destinations for guests to Utah were (in order) Salt Lake City, Moab, Park City, Hurricane and St. George. Salt Lake City had 75,800 arrivals and host income of \$8 million. The top five origin cities for travelers booking Airbnb listings in Utah were (in order) Salt Lake City, Las Vegas, Los Angeles, Provo and Orem.

## EDUCATION/TRAINING

• The application deadline is Oct. 2 for **Goldman Sachs' 10,000 Small Businesses** program, which provides participants with skills development for business growth. Participants must be the owner or

co-owner of a business that has been in operation for at least two years, has a minimum of \$150,000 in revenues, and employs at least four people. The next program begins in January. The application is at [www.10ksbaapply.com/](http://www.10ksbaapply.com/). More information is available by contacting Deb Bilbao at Salt Lake Community College at [deb.bilbao@slcc.edu](mailto:deb.bilbao@slcc.edu) or (801) 957-5336.

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## ENERGY

• **Ingka Group**, based in the Netherlands, has reached an agreement with **Copenhagen Infrastructure Partners** to acquire a 49-percent stake in solar photovoltaic projects in Utah and Texas, with a total of 403 megawatts of capacity. The Utah acquisition is 636,000 solar panels coming into operation later this month. Financial terms were not disclosed. Ingka owns and operates 900,000 rooftop solar photovoltaic panels on IKEA stores, distribution centers and other buildings worldwide. Ingka also has two wind farms in Illinois and Texas, geothermal projects at two stores, and biogas-powered fuel cell systems.

## FINANCE

• **JLL** has announced it has arranged preferred equity financing for the development of **Upper West**, a 207-unit, Class A, transit-oriented, multi-housing property in West Jordan. JLL worked on behalf of the borrower, Salt Lake City-based **Boulder Ventures Development Inc.**, to place the non-recourse financing with a private capital fund. The total project cost is \$52 million. Situated on 2.43 acres, Upper West will consist of four levels of residential space housing and will be part of the Jordan Valley master development, which includes 1,396 multi-housing units, 83,200 square feet of office space and nearly 35,000 square feet of retail and restaurant space. The JLL Capital Markets team representing the borrower

was led by Mike White, managing director in JLL's Denver office.

## GOVERNMENT

• **Heather Kahlert** and **Doug Dilley** have been appointed to the board of directors of the **Utah Governor's Office of Economic Development** (GOED). Kahlert is executive vice president of the



Heather Kahlert



Doug Dilley

Kahlert Foundation, a charitable foundation providing grants to nonprofit organizations to improve quality of life and well-being in the areas of health-care, youth programs, education, veterans and human services. She has decades of experience in grantmaking, community engagement and capacity building. Dilley is general manager at Parker Aerospace, a global leader in motion and control for the industrial and aerospace markets. He has an extensive background in the aerospace industry, working for Moog Inc., Honeywell, Collins Aerospace and Messier Services. The GOED board consists of 15 members appointed to four-year terms by Utah's governor with the advice and consent of the Utah Senate. Kahlert and Dilley replace **Brent Brown** and **Christopher M. Conabee**, whose terms expired.

## MANUFACTURING

• **Traeger Grills**, a Salt Lake City-based wood pellet grill company, has hired **Corey Savory** as vice president of customer experience. Savory previously was global senior director of customer care at iRobot Corp. and held roles as the former customer care leader for the Americas at TE Connectivity, as director of quality assurance and leader of customer care project management e-learning at DirecTV, and as a senior business consultant at NICE Systems.

## MILESTONES

• **Subaru of America Inc.** recently sold its 10 millionth vehicle in the U.S. It was sold by **Nate Wade Subaru** in Salt Lake City to **Dr. Craig Harmon**, whose family has owned a total of seven Subaru vehicles. Harmon took delivery of a 2019 Impreza for his daughter, **Rachel Harmon**. Nate Wade Subaru is the oldest Subaru retail facility in the U.S.

## OUTDOOR PRODUCTS/ RECREATION/SPORTS

• **Solitude Mountain Resort** has announced several initiatives to alleviate traffic and parking congestion in Big Cottonwood Canyon. Paid parking will be implemented at Solitude's parking lots, with fees as low as \$5 per day for multi-occupancy vehicles. Tiered pricing and preferential parking will be offered to encourage carpooling. A portion of parking proceeds will be donated to Breathe Utah, a clean air advocacy organization. Solitude will use a piece of its private property on the west end of the Moonbeam parking lot to accommodate approximately 200 more vehicles as a way of easing parking congestion on Highway 190 near the resort as well as reduce erosion. The spaces will be served by a shuttle to move guests to and from Moonbeam Lodge. For guests who want to find a carpool partner, Solitude is investing in a ride-sharing app to allow skiers and snowboarders to share available space in personal vehicles by offering or joining a ride to Solitude. The app will include incentives for teaming up to reduce pollution and congestion. Solitude will lease four 15-passenger shuttle vans from the Utah Transit Authority (UTA) to transport staff seven days a week. To make it easier for guests to use the UTA Ski Bus, Solitude has added over 100 new guest lockers, located on the ground levels of both Moonbeam Lodge and the Snowsports building. Solitude has long provided free UTA Ski Bus access to its season pass holders. That benefit has now been extended to all Ikon Pass holders for the entire season.

## PHILANTHROPY

• **Big O Tires Utah** donated \$30,000 to **Shriners Hospitals for Children — Salt Lake City** as part of the hospital's annual "Walk for Love" event Sept. 21. Big O pooled resources from its 40 stores from Logan to Richfield to donate its highest amount to date to the Salt Lake City Shriners Hospital, tripling its 2018 donation. The Salt Lake City Shriners Hospital is a 40-bed specialty facility, with comprehensive in-house orthopaedic services, including wheelchair and seating services, therapy services, motion analysis center, and a pediatric orthotic and prosthetics lab.

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# Industry Briefs

from previous page

## REAL ESTATE

• **MedCore Partners, Trinity Private Equity Group, TNRG and UMB Bank** have acquired a new 122-unit independent living, assisted living and memory care property in North Ogden. **The Lodge at North Ogden** opened to new residents in June. It has 18 independent living, 82 assisted living and 22 memory care units. It is the fifth and final property in a portfolio acquisition completed by MedCore this year that consists of five properties with a total of 531 units. Financial terms were not disclosed.

• **Inside Real Estate**, a Draper-based real estate software and technology company, has appointed **Steve Ozonian** to its board of directors. Ozonian has more than 30 years of experience,



Steve Ozonian

including serving as a senior executive at Coldwell Banker Real Estate, chairman and CEO of Prudential Real Estate & Relocation, CEO of REALTOR.com and CEO of RealEstate.com, and currently serving as the lead independent director of Lending Tree and CEO of Williston Financial.

## RECOGNITIONS

• The **Economic Development Corporation of Utah (EDCUtah)** recently recognized community members for their outstanding leadership in economic development. **Carlos Braceras**, executive director of the Utah Department of Transportation, received the **Thayne Robson Award**, a public-sector honor. **Dean Luikart**, former EDCUtah board chair and regional vice president for Wells Fargo, received the **Nick Rose**



Carlos Braceras



Dean Luikart

**Award**, a private-sector honor. **Salt Lake Community College** received the **Larry H. and Gail Miller Family Cornerstone**

**Award**, presented to organizations and foundations.

• Three Utah companies are listed in the **2019 Forbes Cloud 100**, which recognizes the world's top private companies leading the cloud technology revolution. They are No. 76 **Workfront**, Lehi; No. 88 **BambooHR**, Lindon; and No. 97 **Weave**, Lehi.

## RETAIL

• **Sportsman's Warehouse Holdings Inc.**, a Midvale-based outdoor sporting goods retailer, has appointed **Philip C. Williamson** to its board of directors. Williamson has spent over 35 years at Williamson-Dickie Manufacturing Co.,



Philip Williamson

better known by its brand, **Dickies**. He currently serves in an advisory role to Dickies, after serving as president from October 2017 to July

2019. Prior to that, Williamson served as chairman, president and CEO of Dickies from 1997-2017, at which time Williamson-Dickie Manufacturing Co. was acquired by VF Corp. From 1994-97, he served as CEO and vice chairman. He began his career at Williamson-Dickie Manufacturing Co. in 1983 and held various roles of increasing responsibility. He currently serves on the board and executive committee of the Fort Worth Stock Show and Rodeo and previously served as chairman of the board of directors of the American Apparel and Footwear Association (AAFA) from 2013-14. Prior to serving as chairman, he was secretary of the AAFA's board of directors.

He also was previously a board member at Blessings Corp.

• **Hobby Lobby Stores Inc.**, a national retail chain of craft and home décor stores, will open a store at 3500 S. 2700 W., West Valley City. The 61,000-square-foot store is the chain's eighth Utah location. Hobby Lobby has more than 850 stores in the U.S.



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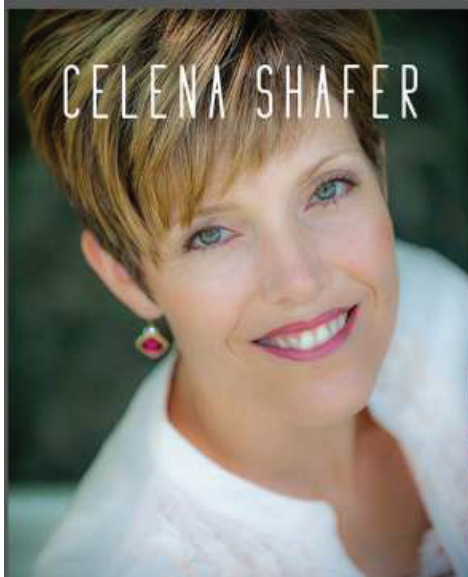
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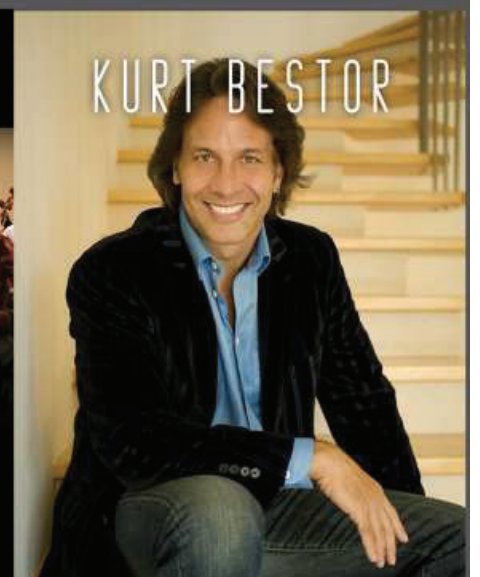


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# Calendar

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

## Sept. 23, 10-11 a.m.

**Silicon Slopes Town Hall: Tax Reform**, a Silicon Slopes event. Speakers are Jonathan Johnson, Overstock.com interim CEO and president of Medici Ventures; and John Dougall, Utah state auditor. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Registration can be completed at Eventbrite.com.

## Sept. 23-26

**Solar Power International**, presented by the Solar Energy Industries Association and the Smart Electric Power Alliance. Location is the Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Cost is \$960 for the full conference for members, \$1,175 for nonmembers; \$1,060 for members and \$1,280 for nonmembers during the event. Details are at <https://www.solarpowerinternational.com>.

## Sept. 23, 6 p.m.

**“Consumer Power,”** an Access Salt Lake event. Speakers are Scott Paul, CEO, and Nick Stagge, chief marketing officer, both from Wooly. Location is The Event Hall at Access Salt Lake, 175 W. 200 S., Suite 100, Salt Lake City. Free. Details are at <https://accesssaltlake.com/events>.

## Sept. 24, 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](http://ogdenweberchamber.com).

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

**“Anxiety and Relationships in the Workplace,”** a South Valley Chamber Women in Business event. Speaker is Dr. Matt Townsend. Location is WCF Insurance, 100 W. Towne Ridge Parkway, Sandy. Registration can be completed at Eventbrite.com.

## Sept. 24, 3-6 p.m.

**“Financial Statements for the Small-Business Owner,”** a Utah Microloan Fund event. Presenter is Eric J. Marx. Location is the Utah Microloan Fund, 154 E. Ford Ave., Suite A, Salt Lake City. Free. Registration can be

completed at Eventbrite.com.

## Sept. 25-Dec. 4, 6-9 p.m.

**Executive Certificate of Global Business Management Course**, a Salt Lake Community College course offered 6-9 p.m. Wednesdays. Designed for business executives, professionals, working staff, entrepreneurs and qualified students who wish to increase their knowledge and improve their strategies in global business practices. Details are available by contacting Deb Bilbao at (801) 957-5336 or [deb.bilbao@slcc.edu](mailto:deb.bilbao@slcc.edu).

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

**“Coffee Connection,”** a Holladay Chamber of Commerce event. Location is Great Harvest, 4655 S. 2300 E., Suite 105, Holladay. Details are at [holladaychamber.com](http://holladaychamber.com).

## Sept. 25, 7:30-10 a.m.

**“Cybersecurity and Data Privacy CCPA Briefing,”** a Parsons Behle & Latimer event. Speaker John Pohlman, director of information security services at Tanner LLC, will explain how low-cost or no-cost solutions can help organizations mitigate risk in a complex IT environment. Speaker Tsutomu Johnson, an attorney at Parsons Behle & Latimer, will discuss the California Consumer Privacy Act (CCPA), its history, requirements and impact on business in Utah, and he will share tactics about how to comply. Location is Tanner LLC, 36 S. State St., Suite 600, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

## Sept. 25, 8 a.m.-5 p.m.

**“Lean Six Sigma Black Belt,”** an Employee Development program offered by Salt Lake Community College on Wednesdays through Nov. 13. Open to the public. Location is SLCC’s Miller Campus, Sandy. Cost is \$1,950. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

## Sept. 25, 1-2:15 p.m.

**“The State of Startups and Tech in Rural Utah,”** a Silicon Slopes event featuring Lt. Gov. Spencer Cox. Location is Vivint Smart Home, 1400 N. 635 E., Logan. Free. Details are at [siliconslopes.com](http://siliconslopes.com)

## Sept. 25, 2-4 p.m.

**“Use the STEP Grant to Expand Your Business Internationally,”** a World Trade Center Utah event featuring information about assistance available from World Trade Center Utah, the U.S. Department of

Commerce and the U.S. Small Business Administration related to writing and applying for the State Trade Expansion Program (STEP) grants. Location is World Trade Center Utah, 60 E. South Temple, No. 300, Salt Lake City. Free. Details are at [wtcutah.com](http://wtcutah.com).

## Sept. 25, 3-5 p.m.

**“Developing Your Business Systems,”** a Utah Microloan Fund event. Presenters are Ethan White and Jonathan Engle. Location is the Utah Microloan Fund, 154 E. Ford Ave., Suite A, Salt Lake City. Free. Registration can be completed at Eventbrite.com.

## Sept. 25, 6:30-8 p.m.

**“Simple Steps: Capital,”** 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>.

## Sept. 25, 6:30-8:30 p.m.

**“Make a Stronger Impact in Utah and Beyond: Unleash Your Power as Women to Do Good,”** a Silicon Slopes event. Keynote speaker is Carine Clark, four-time president and CEO of high-growth tech companies. Workshops include “Leveraging Social Media to Do Good: What, Where and How”; “Community Advocacy Training for Utah Women”; and “Use Your Voice to Do Good: Tips and Opportunities to Write, Speak and Impact More Powerfully.” Location is Utah Valley University, Centre Stage, 800 W. University Parkway, Orem. Free. Details are at [siliconslopes.com](http://siliconslopes.com). Event will livestream and be available on video recordings at [www.uen.org](http://www.uen.org).

## Sept. 26, 8:30-10:30 a.m.

**Digital Marketing Academy**, the second installment of a South Valley Chamber Business Institute event. Course is “Pay Per Click Advertising, Google AdWords, Facebook Ads and Programmatic Display Advertising.” Location is Salt Lake Community College’s Miller Campus, MFEC 223, 9750 S. 300 W., Sandy. Registration can be completed at Eventbrite.com.

## Sept. 26, 11:30 a.m.

**Multi-Chamber Luncheon**, with local companies competing for funding from local financial institutions. Location is Conservation Garden Park, 8275 S. 1300 W., West Jordan. Cost is \$20. Registration can be completed at Eventbrite.com.

## Sept. 26, 3-5 p.m.

**Public Policy Forum**, a Utah Technology Council event focus-

ing on important issues regarding government’s impact on business. Location is NICE inContact, 75 W. Towne Ridge Parkway, Sandy. Free. Registration can be completed at Eventbrite.com.

## Sept. 26, 4-5 p.m.

**“Seven Factors That Guarantee Growth,”** a Silicon Slopes event. Speaker is Nelson James, president and chief operating officer at Signs.com. Location is LogMeIn, 675 N. 2800 W. Lindon. Free. Details are at [siliconslopes.com](http://siliconslopes.com).

## Sept. 26, 4-6 p.m.

**ACG (Association for Corporate Growth) Utah After-Hours Event**. Location is Easton Archery, 575 N. John Glenn Road, Salt Lake City. Cost is \$5 for members, \$10 for nonmembers. Details are at <https://www.acg.org/utah/events/acg-utah-after-hours-archery>.

## Sept. 26, 6-7 p.m.

**Small Business Development Center (SBDC) Clinics**, including “Intellectual Property,” “Legal,” “Health Insurance” and “Accounting.” Location is the Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Details are at <https://clients.utahsbdc.org/events.aspx>.

## Sept. 27, 7:30-8:30 a.m.

**Eggs & Issues**, a Murray Area Chamber of Commerce event. Speaker is Adam Thompson, Murray City Council candidate (District 3). Location is Anna’s Restaurant, 4700 S. 900 E., Murray. Free unless ordering from the menu. Open to everyone. Details are at [murraychamber.org](http://murraychamber.org).

## Sept. 27, 8 a.m.-2 p.m.

**Utah LGBTQ+ Economic Summit 2019**, a Utah LGBTQ+ Chamber of Commerce event. Theme is “Raising the Rainbow Economy.” Speakers include Salt Lake County Mayor Jenny Wilson; Jason Rae of the National LBGT Chamber of Commerce; and Bobby Evans, CEO of Squatty Potty. Location is Salt Lake Community College, Miller Conference Center, 9750 S. 300 W., Sandy. Cost is \$25 for chamber members, \$35 for nonmembers. Details are at <https://www.utahgaychamber.com/utah-lgbtq-economic-summit/>.

## Sept. 27, 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](http://westjordanchamber.com).

## Sept. 27, 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 [westjordan-chamber.com](http://westjordan-chamber.com).

## Sept. 27, noon-1 p.m.

**“Startup Conversation,”** a Silicon Slopes event with Dan Burton, CEO of Health Catalyst. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at [siliconslopes.com](http://siliconslopes.com).

## Oct. 1, 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](http://davischamberofcommerce.com).

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

**“Let’s Do Lunch,”** a South Jordan Chamber of Commerce event. Location is Tio’s Restaurant, 4709 W. Daybreak Parkway, South Jordan. Details are at [southjordan-chamber.org](http://southjordan-chamber.org).

## Oct. 1, 6:30-8 p.m.

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

## Oct. 2-3

**Bank of Utah Fall Author Events**, featuring Dr. Craig Manning, performance consultant and best-selling author of *The Fearless Mind*, discussing secrets on how to overcome fears, expel anxiety, build confidence and become a high-performing individual by controlling one’s own mind. Activities Oct. 2 take place at 7:30 a.m. at The Riverwoods Conference Center, 615 Riverwood Parkway, Logan; and noon at The Monarch Event Center, 455 25th St., Ogden. Activities Oct. 3 take place at 7:30 a.m. at the Utah Valley Convention Center, 220 W. Center St., Provo; and noon at the Marriott University Park Hotel, 480 Wakara Way, Salt Lake City. Details and registration are available at [www.bankofutah.com](http://www.bankofutah.com).

**see CALENDAR page 11**





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# Succeeding in Your Business

## Can I sell this stuff on eBay?

“What are the rules when it comes to selling trademarked or branded items, such as Gucci handbags or Tiffany & Co. jewelry, on eBay?”

EBay's rules about trademarked items are simple to state but difficult as the Dickens to apply in practice. Even experienced eBay sellers make mistakes in this area. The rules are basically these:

- You cannot sell knockoff or counterfeit items on eBay — never, ever, ever, world without end, amen.

- It's up to you to determine if an item is genuine or not. EBay won't help you determine.

- If the manufacturer or owner of the brand or trademark wants your listing terminated because it thinks you are not selling genuine merchandise, eBay will shut down your listing, even if you are selling genuine merchandise. For repeated violations, eBay will kick you off.

- You represent yourself as an authorized reseller of a manufacturer unless you truly are one.

If you have questions about whether an item is genuine or not, eBay wants you to talk directly to the rights owner or manufacturer about it and has set up a program called VeRo (Verified Rights Owner) to help you do just that.

Details of eBay's VeRo program can be found at <http://pages.ebay.com/help/tp/programs-vero-ov.html>. Many leading manufacturers participate in eBay's VeRo program but offer little guidance to eBay sellers to determine whether or not an item is genuine. When you click on a manufacturer's "About Me" page in the VeRo section, many just repeat eBay's rules about not selling counterfeit or knockoff items with their brand names and trademarks on them and warn you of the perils of doing so.

EBay does require participants in the VeRo program to give you an email address where you can ask questions about the merchandise, but don't hold your breath waiting for your messages to be answered. There are some very good business reasons why manufacturers and brand owners won't go out of their way to help you sell their merchandise on eBay, among the following:

- Many luxury-goods makers view eBay as a liquidation or flea market venue and do not want their brands sold there under any circumstances for fear of tainting the brands' marketing image.

- Many manufacturers want

to protect their distribution channels from low-cost competition of eBay sellers.

- Many manufacturers, especially those of luxury goods, do not want to see an aftermarket in used (but genuine) merchandise competing with their new high-margin offerings.

- Many manufacturers want to avoid lawsuits and negative publicity from buyers who are angry with their eBay purchases (because of irresponsible or inexperienced sellers) and claim that the manufacturers have aided and abetted the eBay seller's actions by encouraging sales on eBay.

There are also some very good business reasons why eBay won't do more to help you sell branded merchandise on the site:

- eBay is viewed as a marketplace or platform on which transactions take place and is legitimately concerned about jeopardizing its neutral status by taking sides between sellers and trademark owners.

- eBay is petrified (and rightly so) by the prospect of being sued by powerful Fortune 500 corporations (such as Gucci and Tiffany & Co.) with deep pockets and big-name law firms behind them. It will bend over backward to avoid offending these companies. Is it worried about lawsuits from little old you? Not so much.

To begin your education on eBay's brand-name merchandise policies, begin with eBay's "Guidelines for Creating Legally Compliant Listings" (<https://www.ebay.com/pages/br/help/sell/compliant-listings.html>).

Next, review eBay's VeRo page and read the guidelines posted here: <http://pages.ebay.com/help/policies/questions/vero-ended-item.html> (under "What Are the Guidelines?"). Finally, go to the list of VeRo information pages posted on eBay by individual manufacturers, <https://pages.ebay.com/seller-center/listing-and-marketing/verified-rights-owner-program.html#m17-1-tb3>, and search for the rules that apply to the specific item(s) you want to sell on eBay, keeping in mind that not all manufacturers have posted information pages on eBay. You now know as much as anyone does about selling brand-name merchandise on eBay.

The bottom line is that when you sell brand-name merchandise on eBay without the manufacturer's permission or authorization, you are taking a risk and have to

expect that eBay will occasionally terminate one of your listings, even if you are convinced the item is genuine. If you bought the item yourself, post a photo of your purchase receipt on your listing (blacking out any personal information, of course). And remember, if a deal seems too good to be true, it probably is. That "genuine Gucci handbag" you bought from a store in a back alley in Rome for 50 euros (about \$55) is almost certainly not genuine. Don't even

think about selling it on eBay!

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

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## CALENDAR

from page 9

### Oct. 2-3

**"Wunderbar Together: Germany and the U.S.,"** an American Council on Germany event. Activities Oct. 2, 5:30-9 p.m., include InsightDeutschland Community Town Hall, featuring Col. Gail Halvorsen, the "Berlin Candy Bomber," and others. Oct. 3, 9 a.m.-2 p.m., is German Unity Day, with conversations about economic, political and social issues shaping the transatlantic relationship, including foreign policy, technology and innovation, migration and integration, and more. Location is Kirton McConkie, Key Bank Tower, 36 S. State St., 20th floor, Salt Lake City. Free, but registration is required. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

### Oct. 2-4

**Mountain Towns 2030 Net Zero Summit**, an invitation-only event featuring more than

40 mountain community governments, NGO's and climate-oriented businesses from across the U.S. focused on aggressive climate action across mountain towns. Speakers Oct. 2 at 6:30 p.m. are conservationist Jane Goodall and environmentalist and author Paul Hawken. Location is Eccles Center Theater, Park City. Cost for opening night event is \$20, free for students in K-university. Details are at [www.mt2030.org](http://www.mt2030.org).

### Oct. 2, 8:30 a.m.-noon

**National Science Foundation SBIR-STTR Workshop**, featuring information about applying for Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) grants. Location is Salt Lake Community College's Miller Campus, Building 5, Corporate Partnership Center, 9690 S. 300 W., Sandy. Cost is \$15. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

### Oct. 2, noon-1:30 p.m.

**Salt Lake Chamber Annual**

**Meeting.** Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$65 for members, \$75 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

### Oct. 2, 3-5 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>.

### Oct. 3, 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](http://ogdenweberchamber.com).

### Oct. 3, 8 a.m.-noon

**"Americans With Disabil-**

**see CALENDAR page 13**

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Pop-Up Toaster: Charles Strite, 1921



## Opinion

# All that winning is creating Trump tariff and trade aches and pains

On the campaign trail, candidate Donald Trump said that, if elected, “We’re going to win so much. You’re going to get tired of winning. You’re going to say, ‘Please, Mr. President, I have a headache. Please, don’t win so much.’” Unfortunately, Trump’s definition of winning seems to mean flexing his presidential muscles, beating his chest and changing his mind without hesitation — all with an utter disregard for the actual impact of his policies on the economy and American workers.

The president’s profound misunderstanding of what victory looks like is particularly visible in his multi-front attack on trade and globalization. All in the name of putting America first, he withdrew from the Trans-Pacific Partnership, treated our trade partners like enemies, forced a renegotiation of NAFTA with no clear idea of whether the new deal (the United States-Mexico-Canada Agreement) could ever be ratified, implemented tariffs to fight imaginary national security menaces and started a trade war with China without any clearer strategy than his willingness to jack up tariffs at all costs.

Unfortunately, the impact of Trump’s behavior and policies leaves most of us Americans with more than a headache. After two great years in which American factories added 170,000 jobs annually, they are now entering a somber phase. The continued uncertainty driven by the Trump trade war is working to undo the productive impact of the 2017 tax reform. Capital expenditures are falling and, with them, the hope of further increases in worker productivity and wages. Higher production costs for the industries downstream of the numerous tariffs make it harder for factories to hire — or, in some cases, keep — their workers. So, in 2019, manufacturing jobs increased by only 44,000 — a 75 percent reduction in the rate of growth.

Bloomberg senior writer Shawn Donnan notes, “Nationally, the U.S. has not yet seen a collapse in factory jobs,” but Pennsylvania has lost 8,300 manufacturing jobs this year, and Wisconsin has lost 4,000 — which could cost the president a lot of votes in November of next year. U.S. and foreign tariffs are also contributing to a slowdown in export markets, and, coupled with the many stock market nosedives over the past

year and a half, it’s no surprise that we just had a contraction in manufacturing output.

Yet Trump is undeterred and shows no signs that he’ll consider adopting a new strategy. He even claims that all is good under the glare of his trade war, since Uncle Sam collects vast sums of tariff revenues and the economy is growing. Even when he admits that his trade policy is taking a toll on Americans, he argues that this cost is worth it because to him, “this is much more important than the economy.”

Tell that to the firms that are now trying to compete with Chinese rivals. For instance, Johan Eliasch, the chairman and CEO of Head Penn Sports Group, explains how the Trump tariffs on Chinese-made tennis balls are propping up the now-Chinese-owned Wilson and hurting its American competitor, Penn. As Eliasch’s commentary in *The Wall Street Journal* explains, Penn produces its balls in China while Wilson produces its balls in Thailand. By penalizing Chinese imports, Trump is giving a leg up to the competition.

“Come back to the United States,” Trump might respond. The reality, however, is that shifting supply out of China isn’t easy for companies who are also supplying the Asia market from there. Eliasch notes

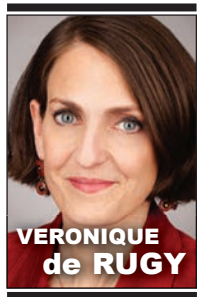
that it would take “five years to shift its manufacturing out of China. If meanwhile we try to charge our U.S. customers more to compensate for the tariffs, we’re bound to lose market share to Wilson and its Chinese owners.”

Many U.S. companies in China share this experience. A recent survey by the American Chamber of Commerce in China shows that 41 percent of the respondents considered relocating or had relocated manufacturing facilities outside of China, but only 6 percent were considering moving back to the United States. Southeast Asia was the top destination.

For months now, farmers have faced higher farm equipment prices, the loss of foreign markets and higher loan delinquency because of the trade war. Total tariff revenues collected from American consumers have increased by 73 percent year on year in the first half of 2019. Farmers and taxpayers have Trump’s “winning” to thank for that. So, yeah, Mr. President, “Please, don’t win so much.”

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

# Dealing with Iran: Pres. Trump can still get a win on foreign policy

As he moves on to his fourth national security advisor in less than three years, it’s become clear that Donald Trump’s foreign policy is in shambles. It has produced turmoil but achieved almost nothing. Despite all the boasts, there are no new deals with China, Iran, North Korea, the Taliban or between the Israelis and Palestinians — just uncertainty, disappointment and lots of bruised feelings.

Trump informed the world that he was a great deal-maker. Yet, other than minor changes to NAFTA and the U.S.-South Korea trade pact — changes that Robert Zoellick, U.S. trade representative under George W. Bush, believes have probably made things worse — Trump has achieved little. There are many reasons for this. The Trump administration has been chaotic and undisciplined, bringing the ethos of a mom-and-pop real-estate shop to one of the largest and most complex institutions in the world, the U.S. federal government. Trump has had more turnover in senior staff in two and a half years than most administrations have in a full term.

The central problem, however, is that Trump — despite his boasts — is a bad negotiator. With both Kim Jong Un and the Taliban, he gave away crucial leverage right from the start. The North Koreans have wanted one-on-one meetings with the U.S. president for decades and were always told this would happen only after they made concessions. Trump gave away that prize immediately, hoping to charm Kim into giving up his nuclear weapons. So far, Kim 1,

Trump 0.

With Afghanistan, Trump excoriated Barack Obama for announcing deadlines for troop withdrawals, making the sensible point that it allows the enemy to wait you out. And yet, Trump has done something similar, repeatedly announcing his eagerness to quit — and then being surprised that the Taliban sought to press its advantage. Consider Trump’s muddle on Afghanistan: He fired national security advisor John Bolton, apparently, because Bolton objected to making a deal with the Taliban — except that Trump canceled talks with the Taliban, effectively agreeing with Bolton.

With Bolton gone, Trump does have the opportunity to act on his instincts and actually get something done — a new Iran nuclear deal. His re-imposition of sanctions on Iran has been surprisingly, brutally effective. Because of the dollar’s pivotal role in the international economic system, and despite the fact that other countries want to do business with Iran, they simply can’t conduct major transactions without using the dollar and, thus, the U.S. financial system.

Iran is a proud, ancient civilization and a canny regional power. It will not simply surrender. But it might agree to a new deal, one that achieves more than the Obama accord. Were that to happen, Trump could reasonably argue that while he took an unconventional approach, he was able to get what no one thought possible — a new, improved Iran deal.

For this to work, Trump will have to overrule some of his most hawkish advisors and find a path to a real negotiation. The Iranians will likely sit down only if sanctions are suspended during the negotiations. They will want to describe any changes that are made as additional measures to implement the 2015 deal, rather than a new deal. Whatever; that’s what diplomats are for.

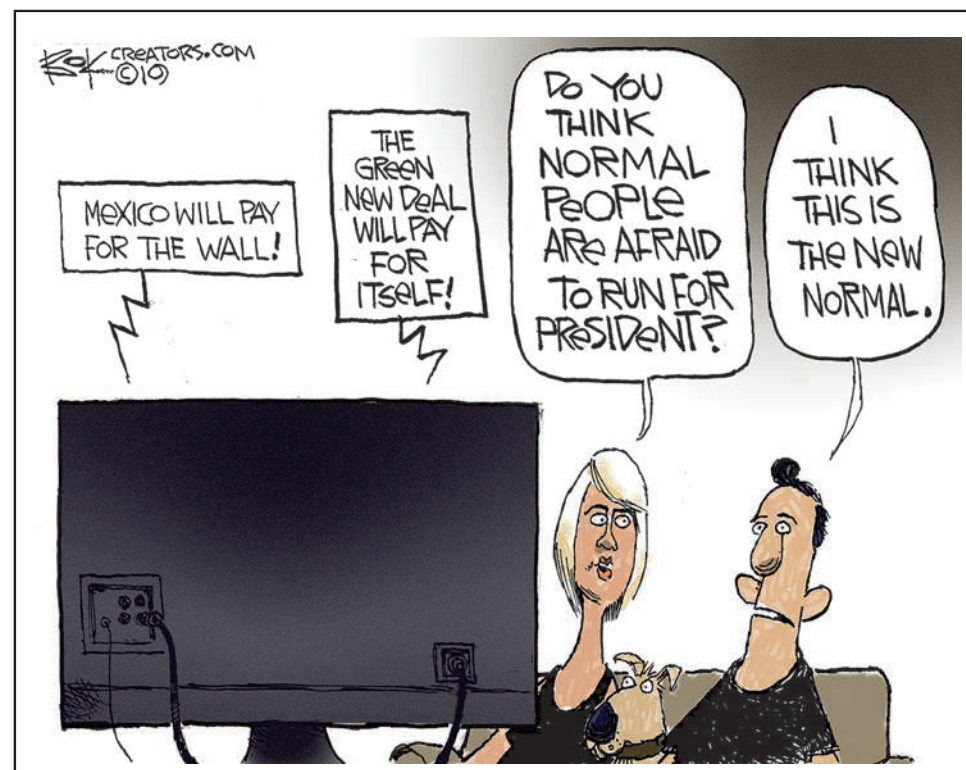
Trump’s goal should be to get the Iranians to extend the time horizon of key parts of the deal by approximately five years. He will not be able to make much headway on

Iran’s ballistic missile arsenal — Tehran views that as its defense against the vast Saudi military. (It has bitter memories of being defenseless against hails of rockets and missiles by Saddam Hussein during the Iran-Iraq War.) On Iran’s other regional activities — its support for Hezbollah, for example — it might well be willing to talk, but Trump will have to consider whether this would expand the negotiations into an interminable conversation involving Isra-

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FAREED  
ZAKARIA





## CALENDAR

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**ities 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](http://employerscouncil.org).

### Oct. 3, 11:30 a.m.-1 p.m.

**Lunch & Learn,** a Murray Area Chamber of Commerce event. Speaker is Carol Almond of Shelton Insurance discussing “Medicare Changes, Open Enrollment.” Location to be announced. Cost is \$20 for mem-

bers, \$25 for guests. Details are at [murraychamber.org](http://murraychamber.org).

### Oct. 3, 4:30-6:30 p.m.

**“Taking Your Outdoor Products International” Networking Event,** presented by World Trade Center Utah, the Governor’s Office of Economic Development, the Small Business Administration and Shades Brewing. Location is Shades Brewing, 154 W. Utopia Ave., Salt Lake City. Free. Details are at [wtcutah.com](http://wtcutah.com).

### Oct. 3, 6-8 p.m.

**Meet the Candidates Night,** a Murray Area Chamber of Commerce event featuring candidates for Murray City Council’s

where there are single transactions — though it may explain why so few people ever do business with Trump again. But foreign policy is about long-term relationships, not about solo transactions. Both sides have their own domestic politics and constituencies. Each needs to be able to say it has achieved success. If Trump can stomach that, he could emerge with something rare in his tenure so far, an actual foreign policy win.

Fareed Zakaria’s email address is [comments@fareedzakaria.com](mailto:comments@fareedzakaria.com).

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District 1 and District 3. Location is Hillcrest Junior High School, 126 E. 5300 S., Murray. Free, and open to the public. Details are at [murraychamber.org](http://murraychamber.org).

### Oct. 4, 7:30-8:30 a.m.

**Eggs & Issues,** a Murray Area Chamber of Commerce event featuring open networking. Location is Anna’s Restaurant, 4700 S. 900 E., Murray. Free unless ordering from the menu. Open to the public. Details are at [murraychamber.org](http://murraychamber.org).

### Oct. 4, 8 a.m.-3 p.m.

**Executive Summit,** a Utah Valley Chamber event featuring more than 20 speakers. Speakers include Ty Bennett, founder, Leadership Inc.; Brandon Fugal, chairman, Colliers; Clint Betts, executive director, Silicon Slopes; Pam Perlich, director of demographic research, Kem C. Gardner Policy Institute; Alan Matheson, executive director, Point of the Mountain Authority; and Mark Pope, head men’s basketball coach, Brigham Young University. Location is Sundance Resort, Rehearsal Hall, 8841 N. Alpine Loop Road, Sundance. Cost is \$295 for members, \$350 for nonmembers. Details are at [thechamber.org](http://thechamber.org).

### Oct. 4, 8-9 a.m.

**Silicon Slopes Breakfast**

featuring James Clarke, CEO and managing partner at Clarke Capital. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at [siliconslopes.com](http://siliconslopes.com).

### Oct. 4, 8-10 a.m.

**First Friday Face to Face,** a West Jordan Chamber of Commerce event. Location is Megaplex Theatres, second floor, The District, 3761 W. Parkway Plaza Drive, South Jordan. Details are at [westjordanchamber.com](http://westjordanchamber.com).

### Oct. 4, 11:30 a.m.-1 p.m.

**Lunch & Discussion,** a Holladay Chamber of Commerce event. Location is Fav Bistro, 1984 E. Murray Holladay Road, Holladay. Details are at [holladaychamber.com](http://holladaychamber.com).

### Oct. 7, 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>.

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

**“Project Management Essentials,”** a Frontline Leader workshop presented by Salt Lake Community College. Location is

SLCC’s Miller Campus in Sandy. Also offered Oct. 15, 8 a.m.-4 p.m., at the Westpointe Campus in Salt Lake City. Cost is \$250. Details are at [slcc.edu/workforce](http://slcc.edu/workforce).

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

**“Pay the IRS Less Without Going to Jail,”** a Small Business Development Center (SBDC) event. Location is the Salt Lake SBDC, Salt Lake Community College’s Miller Campus, Corporate Partnership Center, Building 5, 9690 S. 300 West, Sandy. Cost is \$19.95. Details are at <https://clients.utahsbdc.org/events.aspx>.

### Oct. 8, 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](http://westjordanchamber.com).

### Oct. 9, 7:30-10:30 a.m.

**“Designing Corporate Women’s Networks, Initiatives and Leadership Programs: A Research Based Workshop,”** a Silicon Slopes event. Speaker

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## ZAKARIA

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el and the broader Middle East. In addition, were Iran to agree to some restraint in these areas, America would have to reciprocate by making some concessions of its own — say, the relaxation of other U.S. sanctions against Iran. I doubt Trump or Congress would be willing to do that.

Most important, to get an Iran deal, Trump would have to work against his fundamental urge always to claim victory. Maybe this works in business

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## CALENDAR

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is Susan R. Madsen, the Orin R. Woodbury Professor of Leadership and Ethics at the Woodbury School of Business at Utah Valley University and founding director of the Utah Women & Leadership Project. Location is SolutionReach, 2600 N. Ashton Blvd., Lehi. Cost is \$55. Registration can be completed at Eventbrite.com.

### Oct. 9, noon-1:30 p.m.

**12th Annual Women Tech Awards**, a Women Tech Council event. Keynote speaker is Tami Erwin, executive vice president and group CEO at Verizon Business Group. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$135 for members, \$150 for nonmembers. Registration can be completed at Eventbrite.com.

### Oct. 9, 5-7 p.m.

**Business After Hours**, an Ogden-Weber Chamber of Commerce event. Location is Earl's Lodge, Snowbasin Resort, 3925 E. Snowbasin Road, Huntsville. Free for chamber members and first-time guests, \$10 for nonmember guests. Details are at ogdenweberchamber.com.

### Oct. 10-11

**2019 White Collar Crime Conference**, a Utah Area Chamber of Certified Fraud Examiner event with the theme "Fraud Matters." Location is

Mountain America Credit Union, Tanner Building, 7167 Center Park Drive, West Jordan. Cost is \$380 through Sept. 30, \$425 thereafter. Registration can be completed at Eventbrite.com.

### Oct. 10, 7:30 a.m.-5 p.m.

**"Trends" Conference**, an Urban Land Institute (ULI) Utah event with the theme "To 2020 & Beyond." Featured speaker is Eric Jacobs, chief development officer, Marriott International. Location is Grand America, 555 S. Main St., Salt Lake City. Cost is \$205 for private-sector ULI members; \$175 for public-sector, young leaders and student ULI members; \$280 for nonmembers; \$325 day of event (if available). Details are at utah.uli.org/events.

### Oct. 10, 8 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.

### Oct. 10, 11:30 a.m.-1 p.m.

**WIB Luncheon**, a Davis Chamber of Commerce event. Location is Lagoon, 375 N. Lagoon Drive, Farmington. Cost is \$20. Details are at davischamberofcommerce.com.

### Oct. 10, 11:30 a.m.-1 p.m.

**Lunch & Learn**, a Murray Area Chamber of Commerce

event. Speaker is Stephanie Barrick and Kevin Ruth of Jaybird Promotional. Location to be determined. Cost is \$20 for members, \$25 for guests. Details are at murraychamber.org.

### Oct. 10, 11:30 a.m.-1 p.m.

**October Luncheon**, a Davis Chamber of Commerce event with the theme "Witches, Werewolves and Women in Business." Location is Lagoon, 375 N. Lagoon Drive, Farmington. Cost is \$20. Details are at davischamberofcommerce.com.

### Oct. 10, noon-1 p.m.

**"National Cybersecurity Awareness Month: National Perspective with Congressman Chris Stewart,"** part of the Cybersecurity Lunch & Learn Series presented by the Salt Lake Chamber. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Free. Details are at slchamber.com.

### Oct. 10, 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.

### Oct. 11, 7:30-8:30 a.m.

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

### Oct. 11, 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.

### Oct. 11, 8-9:30 a.m.

**"What's Next for the Point of the Mountain,"** part of the South Valley Chamber "In the Know" Series. Speakers include Alan Matheson, executive director of the Point of the Mountain State Land Authority, and Draper Mayor Troy Walker. Location is Summit Sotheby's, 13696 S. 200 W., Suite 100, Draper. Free. Registration can be completed at Eventbrite.com.

### Oct. 11, 8:30 a.m.-1 p.m.

**BEST (Business and Economic Summit and Training)**, a Davis Chamber of Commerce event. Location is Weber State University's Davis Campus, 2750 University Park Blvd., Building D-2, Room 110-111, Layton. Cost is \$50 for chamber members, \$70 for nonmembers. Details are at davischamberofcommerce.com.

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

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

### Oct. 11, noon-1 p.m.

**Silicon Slopes Town Hall: Medtech Panel**, a Silicon Slopes event. Panelists are Chris Klomp, CEO, Collective Medical; Tina Larson, COO, Recursion Pharmaceuticals; and Steve Neeleman, founder and vice chairman, HealthEquity. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at silicon-slopes.com.

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

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

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

**Business Women's Forum Breakfast**, with the theme "Embody the Intangibles" and focusing on "soft skills." Presenter is Alison Flynn Gaffney of University of Utah Health.

Location is Sugar House Health Center, 1280 E. Stringham Ave., Salt Lake City. Cost is \$27 for members, \$35 for nonmembers. Details are at slchamber.com.

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

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

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

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

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

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

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

**2019 PTAC Symposium**, presented by the Procurement Technical Assistance Center in the Governor's Office of Economic Development and featuring information about winning government contracts. Location is Salt Lake Community College's Miller Campus, 9750 S. 300 W., Sandy. Details are at https://business.utah.gov/ptac/.

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

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

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

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

### Oct. 16

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

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## CALENDAR

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

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

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

**Teacher Appreciation Luncheon,** a South Jordan Chamber of Commerce event. Location is Sagewood at Daybreak 11289 Oakmond Road, South Jordan. Details are at [southjordanchamber.org](http://southjordanchamber.org).

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

**Lunch & Learn,** a Murray Area Chamber of Commerce event. Speaker is Rulon Gardner, Olympic athlete. Location to be determined. Cost is \$20 for members, \$25 for guests. Details are at [murraychamber.org](http://murraychamber.org).

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

**Utah County Speednet,** a Utah Valley Chamber speed networking event. Location is SCERA Center for the Arts, 745 S. State St., Orem. Free. Details are at [thechamber.org](http://thechamber.org).

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

**Third Fridays Speed Networking,** a South Jordan Chamber of Commerce event. Location is Megaplex 20, 3761



## CLASSIFIED

### CAREERS

#### TECHNICAL

**Varex Imaging Corporation** has opening for **Salesforce CRM Developer** in Salt Lake City, UT. Responsible for the development of Salesforce CRM Platform. Mail resume to 1678 South Pioneer Rd, Salt Lake, UT 84104. Attn: Brittney Walje, with job # 11941.35.6.

#### TECHNOLOGY

**Micron Technology, Inc.** has openings for **Sr. Engineers-Films/Implant** in Lehi, Utah. Responsible for the evaluation of new hardware platforms. Mail resume to Nate Burt, 4000 North Flash Drive, Lehi, Utah 84043. Please reference Job #10878.159.

W. Parkway Plaza Drive, South Jordan. Details are at [southjordanchamber.org](http://southjordanchamber.org).

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

**Silicon Slopes Live,** a lunch and live recording of a Silicon Slopes podcast featuring Jim Higgins, Solutionreach founder and CEO. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at [siliconslopes.com](http://siliconslopes.com).

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

**Business Coaching,** a West Jordan Chamber of Commerce

event. Speaker is Greg Cassat of Zions Bank. Location is West Jordan Chamber office, Mountain America Credit Union, 3065 W. 5400 S., Taylorsville. Free. Details are at [westjordanchamber.com](http://westjordanchamber.com).

### Oct. 22-24

**Utah Outdoor Recreation Summit,** with the theme "Roots & Routes: Preserving Our Past and Forging Our Future." Location is Dixie Center, 1835 S. Convention Center Drive, St. George. Cost is \$155. Details are [utahoutdoor-summit.com](http://utahoutdoor-summit.com).

### VOLUNTEERS



#### International Relief Teams Seeks Skilled Construction Volunteers

International Relief Teams (IRT) is seeking volunteers with construction skills (handypersons or licensed contractors) for one week deployments to U.S. flood affected areas to help those families who cannot financially recover on their own, get back into their homes. Our construction teams are currently working in Louisiana in the aftermath of last year's record floods, and anticipate we will be needed in Texas in the near future.

Although skilled construction volunteers are our first priority, we will be adding a limited number of unskilled volunteers to each team. All volunteers accepted for this assignment will be flown commercially from an airport near their home to an airport near the job site, leaving on a Sunday and returning the following Sunday. IRT will provide minivans for volunteers to use to for local transportation to and from the arrival airport and to and from the job site.

Teams will be housed at local churches or other suitable facilities. Volunteers are responsible for bringing their own bedding, towels, and toiletries. There is a \$150 volunteer participation fee to help cover airfare and local transportation costs, and volunteers are responsible for their own meals while on assignment.

Work is performed Monday through Friday (full days) and a half day on Saturday. Job assignments generally include installing windows, doors, kitchen cabinets; laying tile, linoleum, or wood flooring; building handicap ramps to the home; roofing; drywall and mudding; finish carpentry work, finishing plumbing; and other related tasks. We ask each volunteer to bring basic hand tools, such as a tool belt, hammer, pliers, putty knives, tape measure, etc. Power tools, generators, compressors, and other large specialty tools are provided by IRT and our local agency partners.

For more information, contact Brett Schwemmer ([bschwemmer@irteams.org](mailto:bschwemmer@irteams.org)), or to apply for an assignment, fill out an online volunteer application ([www.irteams.org](http://www.irteams.org)).

About IRT: Since 1988, IRT has been actively involved in helping families in need in 68 international disasters, and 24 U.S. disasters. IRT construction teams worked for more than six years repairing and rebuilding homes in Mississippi after Hurricane Katrina, and four years in New Jersey after Superstorm Sandy, and is now working in Louisiana after last year's record floods.



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