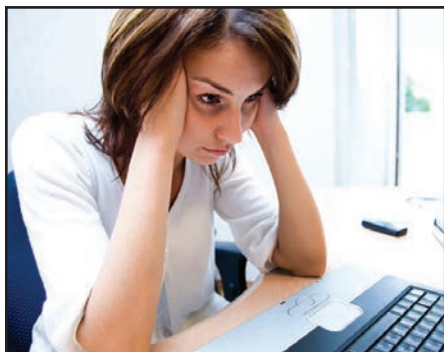


OF NOTE



Dagnabbed computer

Utahns working from home spend an average of 42 minutes a week trying to resolve technology issues, according to a survey by video wiki Ezvid Wiki. One in 10 Utahns report regular tech problems working from home. One in four have had to use their cell phone data when their Wi-Fi was too slow. Thirty-seven percent say they have regularly had to cut conference calls short because of poor Internet.

Innovate Utah
page 7

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pages 8-9

Business Calendar
page 11



An Embraer E175 is rendered with the Breeze Airways colors and insignia. The 100-passenger jet will make up the fleet of the new Salt Lake City-based airline when it launches next spring. With adequate financing secured, an executive team in place and pilots and dispatchers undergoing training, founder David Neeleman expects the carrier to make waves in underserved markets.

COVID delayed the launch, but Breeze Airways set to take off

John Rogers
The Enterprise

The way things turned out, 2020 wasn't a very good year to start a new airline.

A couple of years ago, to great fanfare, Salt Lake City native and JetBlue Airways founder David Neeleman announced he would start a new low-price U.S. airline with above-average service catering to underserved markets. The business plan and timeline that Neeleman laid out was right on track for a launch this fall — then the COVID-19 pandemic hit. It seems the world has taken most of 2020 off from airline travel.

With the U.S. airline industry facing

its worst financial crisis ever, Neeleman has altered his plan, delaying the launch into 2021.

But the plan is still in place and seems to be going well. Neeleman, who will call his Salt Lake City-based venture Breeze Airways, has hired a full executive team, and on Sept. 21, after receiving permission from the Federal Aviation Administration — called "Gate 2" clearance — Breeze began training pilots and flight dispatchers.

And the money Neeleman needs for his startup seems to be there. Breeze Airways closed on \$83 million in Series A financing earlier this fall, bringing total funding since

see BREEZE page 10

Quotient Tech moving to SLC from California, bringing 520 new jobs

Brice Wallace
The Enterprise

Utah has landed a corporate headquarters, with Quotient Technology Inc. switching its base from Mountain View, California, to Salt Lake City.

The move will result in 520 new jobs in the Sugar House area over the next decade. The job creation is tied to a tax credit of more than \$2.9 million that was approved during the October meeting of the Governor's Office of Economic Development (GOED) board, which met in Cedar City during the Utah Rural Summit.

Quotient, which trades on the New York Stock Exchange, is a digital promo-

tions, media and analytics company that delivers personalized digital coupons and ads to shoppers, based on its proprietary shopper and online engagement data. Once known as Coupons.com, it serves hundreds of consumer packaged goods and retailer companies, including Clorox, Procter & Gamble, General Mills, Unilever, Albertsons Cos., CVS, Dollar General and Ahold Delhaize USA.

Quotient also delivers digital promotions and media programs to third-party publishing properties outside of their network.

see QUOTIENT page 12

COVID-19 Updates

Cancellations and postponements

The following are events that have been included in The Enterprise Calendar listings and subsequently have been postponed or canceled, or have been removed from the organizers' website calendars. This is not a complete list of postponements or cancellations. Check with organizers to determine if their events will take place.

CANCELLATIONS

Oct. 20, 8:30 a.m.-12:30 p.m.

"Unemployment Insurance Essentials-Utah," an Employers Council event.

Oct. 27, 8:30 a.m.-4 p.m.

"Legal Issues in Managing Employees for Governments and Special Districts," an Employers Council event.

Oct. 27, 10-11 a.m.

"The Art of Negotiation," a West Jordan Chamber of Commerce event at the West Jordan Chamber.

Oct. 28, 8-10 a.m.

"Employment Law Lessons from the Headlines," an Employers Council event that is part of the five-part Legal Breakfast Briefing Series.

Nov. 3, 8:30 a.m.-noon

"Performance Management Essentials," an Employers Council event.

Nov. 5, 8:30 a.m.-12:30 p.m.

"Family and Medical Leave Act Essentials," an Employers Council event.

Nov. 6, 8:30 a.m.-12:30 p.m.

"HR Management Program: Advanced HR Competencies," an Employers Council event taking place Fridays through Dec. 11.

Nov. 12, 8:30 a.m.-10:30 a.m.

"Managing Difficult Employees: Briefing for Managers and Supervisors," an Employers Council event.

Nov. 17, 8:30 a.m.-10:30 a.m.

"Unemployment Insurance in Utah: Appeal Hearing Workshop," an Employers Council event at the Employers Council's Utah office in Salt Lake City.

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

"Harassment Prevention for Managers and Supervisors," an Employers Council event.

see UPDATES page 13



COVID-19 AND UTAH - NEWS AFFECTING YOUR BUSINESS & YOUR EMPLOYEES

FEMA sent \$91.8 million to Utah to replace wages lost to coronavirus

The U.S. Federal Emergency Management Agency has provided more than \$91.8 million to the state of Utah to supplement unemployment benefits for those who lost employment because of the coronavirus pandemic. In August, Pres. Donald Trump made available up to \$44 billion from FEMA's Disaster Relief Fund to provide financial assistance to Americans who have lost wages due to the COVID-19 pandemic.

FEMA's grant funding allowed Utah to provide those unemployed due to COVID-19 \$300 per week on top of their regular unemployment benefit. The assistance was provided for the period from July 26 to September 6. The grant also included funds for state management of the program.

In addition to this program, Utah received a major disaster declaration for the COVID-19 response. Under that declaration, the state was approved for a crisis counseling program to help individuals deal with the mental health impacts of the pandemic. FEMA is providing funding to Utah jurisdictions for eligible costs related to the pandemic response.

Maintain culture while working at home but be wary of mental health

Salt Lake City-based CHG Healthcare, the nation's largest privately held healthcare staffing company, has released the results of a nationwide study of more than 800 U.S. workers; revealing attitudes and sentiments toward workplace culture; working from home; mental health; and diversity, equity and inclusion in the midst of a pandemic.

"In a year that has thrown curveball after curveball, it is more important than ever for companies to make sure they are taking care of their employees and that their company culture remains a priority," said Kevin Ricklefs, chief culture officer at CHG Healthcare. "This survey offers valuable insights into the mind of the current workforce, including how they define culture, what is important to them and how the current pandemic has impacted it. The results can serve as a roadmap for companies at any stage along their culture-building journey."

The study found that culture can still stay strong during a pandemic, but that employers should check on their employees' mental health. Nearly three quarters of respondents (74 percent) began working from home due to COVID-19 and despite the disruption that the pandemic has caused in their lives, 54 percent stated that their culture remained the same and 20 percent said that the culture actually improved. However, it is still important to check in on the mental health of employees, as nearly half (48 percent) said their work had a greater impact on their mental well-being during the pandemic.

Diversity, equity and inclusion (DEI) has emerged as one of the greatest challenges facing businesses today. Seventy percent of respondents said diversity is very or extremely important to them when it comes to a successful workplace culture, and over half of respondents (52 percent) indicated a company's focus on DEI is important to them when looking for a prospective employer.

Despite pandemic, enrollment steady or up at state colleges, universities

Utah's public colleges and universities have seen enrollment hold steady as fall classes start amid the coronavirus pandemic. Nationwide, higher education institutions saw a 2.5 percent decline in enrollment while the decline in Utah was only two-tenths of a percentage point from fall 2019.

The total fall number of students at Utah's six universities and two colleges was 189,021, down slightly from fall 2019, when the enrollment was 189,035.

Dave Woolstenhulme, Utah's Commissioner of Higher

Education, said in a statement that he is "optimistic that college enrollments across the system have held steady despite the coronavirus pandemic." Future graduates of Utah's public colleges and universities "will have a positive ripple effect across the state and country as we recover from the impacts of COVID-19," he said.

Southern Utah University experienced a 12.1 percent increase in year-over-year enrollment, followed by Snow College and Dixie State University, which had 7.7 percent and 7.6 percent increases, respectively. The University of Utah, Dixie State University and Snow College all saw student numbers increase, with all three showing record-high enrollment.

Salt Lake Community College, after a robust summer term, had a 7.5 percent drop in enrollment this fall compared to a year ago while Utah Valley University, while Utah State University and Weber State University also saw slight decreases.

Utah tops nation for new college graduates during COVID economy

Utah is ranked No. 1 among states for new college graduates looking to start their career during a COVID economy, according to Business.org.

The analysis considered median rent as a percentage of household income, the percentage of jobs requiring a bachelor's degree or higher, employment growth projection from 2019-2021 in percentage points, the 2018 unemployment rate for those ages 25-29, and the unemployment rate change from April to July 2020 in percentage points.

Utah has the highest employment growth projection for 2019-2021 and the third-lowest unemployment rate, making it the No. 1 state for new grads in 2020.

Utah was followed, in order, by the District of Columbia, North Dakota, South Dakota, Arizona, Washington, Colorado, Nebraska, Montana and Vermont. The worst states for grads are, in order, Mississippi, Louisiana, West Virginia, Connecticut, New Mexico, Florida, Hawaii, Delaware, Maine and California.

Nationally, 28 percent of college graduates are rethinking their career paths because of COVID-19, according to the study.

Details of the analysis are at <https://www.business.org/hr/best-states-for-new-grads/>.

Collaboration, creativity suffer from work-at-home situation, study says

The work-from-home trend caused by the COVID-19 pandemic is causing creativity to suffer due to challenges in collaborating, according to results of a recent survey released by South Jordan visual collaboration company Lucid. In fact, 43 percent of the C-suite reported their company was forced to delay major launches, campaigns or initiatives as a result of employees working from home and collaborating virtually.

The Lucid survey looks at the attitudes and concerns of knowledge workers and their managers towards working from home.

The survey also revealed an interesting divide between employees and managers when it comes to productivity versus creativity. The study found creativity overall is suffering because of poor collaboration, with more than a third of managers ranking employee productivity as their biggest concern with employees working from home, while employees report collaboration with their teams has suffered the most.

A full 90 percent of C-suite management rated employee productivity one of their top three concerns with employees working from home, compared to 78 percent among lower-level management. One in four remote managers say that remote work has made their teams less creative overall and 37 percent remote workers say that constant notifications from collaboration tools actually disrupts their ability to be creative.

Creativity suffers further because knowledge workers are distracted when using current collaboration solutions.

When asked what would be most exciting about returning to the office, 37 percent of employees ranked in-person team collaboration as No. 1, twice as many as the next option, a dedicated workspace without at-home distractions. Nearly one in four remote workers says that working from home has hurt their creativity, and almost half of that group (46 percent) identified less facetime with their team as the No. 1 cause.

The Lucid study was conducted in September 2020. The results are based on 1,000 respondents, 300 at the management level and 700 non-management employees. Respondents came from enterprise and mid-sized businesses nationwide in all major industry segments.

Granite School District to will give 'COVID bonuses' to all employees

Utah's Granite School District has granted educators and hourly employees "COVID bonuses" intended to reward their "tremendous efforts" to safely resume and operate schools during coronavirus pandemic. Granite's board approved the bonuses recently, agreeing to pay a 1 percent bonus to all contract employees and a \$100 bonus to hourly employees.

Describing it as "the craziest quarter of your careers," Granite School Board President Karyn Winder said the bonus is intended to convey the board's appreciation for Granite District employees' ongoing efforts. "It is clear that the preparation and efforts that have and continue to be made are working," she said.

The contract employees' bonuses will come on top of a 5 percent pay raise and 3 percent bonus previously negotiated last spring. The bonuses will be paid from the district's reserve funds and will be given to employees as part of their Oct. 30 paychecks.

In a video message to school district employees, Winder expressed the board's gratitude for relatively low COVID-19 numbers. "We ... are proud to be one of the most transparent districts in the state with our case data," she said. "Just as a reminder, every Monday morning, our district dashboard is updated. It is evident and clear in our numbers that the collective efforts of our students and staff are working. We continue to see a very low transmission rate occurring on school property and are very grateful for that positive trend."

Winder said Granite employees are "working so hard" under difficult circumstances where they are navigating new requirements and restrictions, "as well as learning new things along the way. We know and understand that this is not easy."



Utah Office of Tourism names 2020 Hall of Fame inductees

The Utah Office of Tourism and the Utah Tourism Industry Association have announced the 2020 Utah Tourism Hall of Fame recognition recipients. Utah Tourism Hall of Fame inductees are selected based on their history of contributions to the state's tourism industry through leadership, long-standing contribution to their region or to the entire state.

The 2020 Hall of Fame recipients were acknowledged at this year's Utah Tourism Conference, held virtually in September in conjunction with a limited in-person event at the Salt Palace Convention Center.

Beginning in 1985, the Hall of Fame has recognized 118 recipients who have contributed toward improving the national/international recognition of the positive aspects of vacationing in Utah, improved the understanding of Utah residents regarding the attractions of their state and the economic development benefits of tourism for the state and facilitated efforts of improving the business climate for tourism-related businesses in Utah.

The 2020 Utah Tourism Hall of Fame inductees with the organizers' comments include:

• **Bill Malone, president and CEO, Park City Chamber/Bureau.** "As the president and CEO at the Park City Cham-



Bill Malone

ber/Bureau, Bill has been invaluable to the Park City community. Bill is a talented destination ambassador and has led one the most effective convention and visitors bureaus in the country. He has an eye for talent and has attracted/retained/developed industry leaders who bring hundreds of millions in revenue to the community every year. Bill has demonstrated a flexible and adaptive aptitude to new trends, yet preserves the history and integrity of the destination."

• **Val Hale, executive director, Utah Governor's Office of Economic Development.** "As the executive director of the Utah's Governor's Office of Economic Development, Val has guided the state's economic development efforts in business, tourism and film. Val has been a champion for tourism and out-

door recreation opportunities, helping put Utah on the map as a premier destination across the globe and helping all Utahns live 'Life Elevated.' Val has been instrumental in paving a path towards recovery for Utah's tourism industry as a resourceful, collaborative and innovative leader.



Val Hale

door recreation opportunities, helping put Utah on the map as a premier destination across the globe and helping all Utahns live 'Life Elevated.' Val has been instrumental in paving a path towards recovery for Utah's tourism industry as a resourceful, collaborative and innovative leader.

Joyce Kelly, international marketing manager, Greater Zion Convention & Tourism Office. "As the international marketing manager for the Greater Zion Convention and Tourism Office, Joyce Kelly has proven herself an asset to Utah. She has been instrumental in putting the Greater Zion area and other destinations in Southern Utah on the international map. She has built and strengthened relationships with key tour operators across the globe and through these relationships has brought visitors from around the world to Utah's national parks."



Joyce Kelly

door recreation opportunities, helping put Utah on the map as a premier destination across the globe and helping all Utahns live 'Life Elevated.' Val has been instrumental in paving a path towards recovery for Utah's tourism industry as a resourceful, collaborative and innovative leader.

Hyde to lead LHM Group's Prestige Financial

The Larry H. Miller Group of Cos. has named Richard (Rich) Hyde as president of Prestige Financial Services (PFS), a business enterprise group within the LHM Group portfolio. Hyde will oversee the PFS business operations, lead strategy development and build and maintain a strong organizational culture.



Richard Hyde

"Rich is a proven leader with expertise in the operational aspects of PFS, who strategically achieves strong results even during shifts within the industry and economy," said Steve Starks, CEO of the LHM Group. "He is also an excellent communicator who builds high-performing teams and cultivates an engaging and inclusive culture. It is a privilege to work with Rich and to witness his positive impact on our organization, our partners and our customers."

Hyde, who has been the chief operating officer of PFS since 2013, has more than 25 years of senior-level leadership experience successfully

managing financial companies in various financial industries. Hyde joined PFS in 2002 as senior vice president of servicing. In addition to experience in the subprime auto sector, he has spent time in credit card, small dollar, manufactured housing and mortgage finance operations, including holding senior-level roles at CitiFinancial Mortgage, Conseco Finance and Associates Capital Bank. Hyde graduated magna cum laude from Ashford University with a bachelor's degree in organizational leadership.

Hyde serves on the executive board of directors and the independent auto finance board for the American Financial Services Association. Hyde was named "Director of the Year" by Conseco Finance and has been recognized by *SubPrime Auto News* as a recipient of its "Movers and Shakers" award.

"I look forward to leveraging my experience and capabilities in the financial industry to ensure long-term success for PFS and to leading our strong team as we further define and execute our growth strategy," said Hyde. "I have been with this organization for nearly

two decades and am grateful for the opportunities that the Miller family and the Larry H. Miller Group of Cos. have given me."

Hyde replaces David Smith, who served as interim president of PFS over the past year, following the retirement of long-time president Bryant Henrie. Smith is currently the chief strategy officer for the LHM Group.

Founded in 1994, Prestige Financial Services provides consumer financing for automobile dealerships in more than 40 states. Prestige employs approximately 600 credit professionals and support staff to service a wide range of borrower types.

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Gardner Institute marks fifth anniversary with report to the community

The Kem C. Gardner Policy Institute has turned five years old and released its “2020 Report to the Community,” a collection of research highlights, testimonials, student experiences and community events. Since its launch in September 2015, the Gardner Institute has released over 250 research briefs and reports, convened over 60 community events and gatherings and engaged in over 1,000 presentations and speeches given by its professional staff.

“After five years of service, the Gardner Institute stands as a treasured asset and leading voice on public policies impacting Utah,” said Natalie Gochmour, director of the institute. “The success of the institute stems from a dedicated and talented staff, the support from Utah’s flagship university, dozens of committed community partners and the backing of a respected advisory board that guides and supports our work.”

Among the highlighted ac-

complishments of the institute are the population projections for the state of Utah and all 29 counties. Currently, it provides long-term (50-year) projections of population, households and economic indicators and short-term (10-year) projections of population and households, including projections of the population by age, sex, race and ethnic origin.

In May 2018, the Gardner Institute released a landmark study analyzing what rapidly rising prices mean for housing affordability across the state. Key findings included an in-depth analysis of housing price appreciation trends, the impact of income trends and household income and housing affordability and other trends that state and community leaders have utilized to inform policy considerations related to housing.

The Utah Coal Country Strike Team, co-founded by the institute, serves Carbon and Emery counties by helping to raise incomes and

diversify the economy. The Strike Team was formed as part of the Alliance for the American Dream to help lift the middle class in Utah and across the nation. This locally led initiative continues to invest in workforce training, create opportunities for remote work, reward grants for economic diversification and assist with tourism infrastructure across Carbon and Emery counties.

On Aug. 14, 2019, the Gardner Institute released a report on Utah’s mental health system. The report served as a starting point in finding new and important ways to improve Utah’s mental health system and inform those investing in the future of mental health across the state and region.

“Since its launch five years ago, the Gardner Institute and the Thomas S. Monson Center have more than fulfilled our hope of creating a gathering place for our community to hear directly from thought leaders in our state and na-

tion about the important issues of our time,” said University of Utah President Ruth V. Watkins. “The center has provided an excellent home for the Gardner Institute and

its remarkable team of analysts, who produce insightful research that is helping guide and inspire our state’s policy makers, change agents and governmental leaders.”

Cal. firm buys Insight Group

EP Wealth Advisors LLC, an independent registered investment advisor that specializes in client-centric financial planning and investment management services based in Torrance, California, has acquired Salt Lake City’s The Insight Group Inc. and Financial Insight Center LLC.

Insight, which maintains a second office in Logan, provides wealth management services for individuals and families and seeks to facilitate a highly customized experience for its clients. The firms, which share a management team, focus on distinctive client bases, with The Insight Group catering to high-net-worth individuals and Financial Insight Center providing personalized investment advice for a wider range of clients. Insight’s leadership team and staff will assume roles at EP Wealth following the acquisition. Founding owners Mark Matley and Paul Salisbury will take on regional director positions, as well as become partners at EP Wealth. Chuck Cutler and Brady Jardine will become senior vice presidents and partners.

“We are proud of the great success our firm has enjoyed throughout its history,” said Mat-

ley. “As we continued to grow, we saw an opportunity to partner with the EP Wealth team and take advantage of their scale, back office and compliance support, as well as the depth and breadth of their team.”

“Our partnership with EP marks a significant new chapter for our clients,” said Salisbury. “We are excited to enhance our offerings and breadth of available solutions through EP, allowing us to provide even more specialized support moving ahead.”

“Insight has achieved remarkable success within the industry and on behalf of its clients, due in large part to its highly specialized team and loyal client base,” said Patrick Goshtigian, president and CEO of EP Wealth. “We quickly recognized a shared client-first philosophy and a mutual commitment to providing quality solutions and resources. Their expertise and customized approach complement our work with clients, and we are excited to add them to our team.”

The acquisition closed Sept. 30, and will increase EP Wealth’s assets under management by more than \$1 billion. Financial and legal terms of the deal will not be disclosed.

Sarcos wins USAF contract

Sarcos Defense, a wholly owned subsidiary of Sarcos Robotics of Salt Lake City, has been awarded a contract by the Air Force Technology Acceleratory Program (AFWERX) to develop an artificial intelligence (AI) platform on behalf of Sarcos’ customer the Center for Rapid Innovation (CRI) at Air Force Research Labs (AFRL). The platform will enable human-scale dexterous robotic systems and is based on the upper body of Sarcos’ Guardian XO wearable exoskeleton robot.

The system can learn how to perform tasks with human-like movement through positive reinforcement and imitation machine learning technologies known as Cybernetic Training for Autonomous Robots (CYTAR). Unlike many of today’s AI platforms that are characterized by a trial-and-error approach, Sarcos’ AI system enables human operators to teach Sarcos’ robotic systems to perform tasks correctly the first time.

“This is a unique opportunity

to leverage a robotic system that is kinematically equivalent to the human body to lay the foundation for teaching robots how to move and accomplish tasks in the real world, the same way humans do,” said Denis Garagić, chief scientist for advanced systems and AI at Sarcos Robotics. “This success-based teaching will speed up the learning process of AI-enhanced perception, reasoning and decision-making techniques currently being implemented across Sarcos’ platforms.”

“We are excited to collaborate with Sarcos to leverage Sarcos’ unique robotic systems to develop a novel approach to success-based artificial intelligence systems” said Alok Das, senior scientist at AFRL’s Center for Rapid Innovation. “We will be working with end users throughout the Air Force to refine the CYTAR platform for Air Force-specific applications.”

Sarcos was founded in 1983 and employs about 100 people in its Utah operation.



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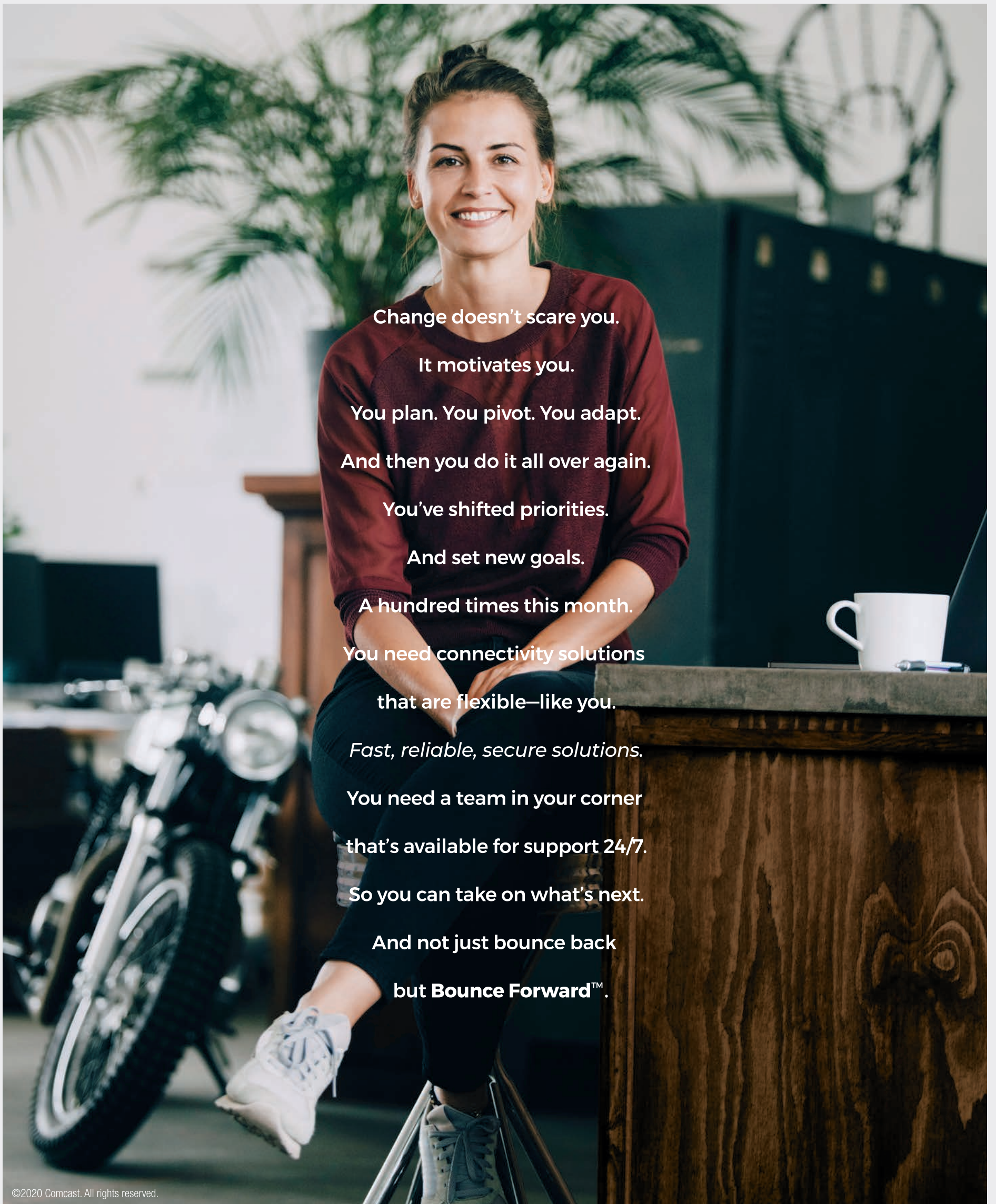
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Change doesn't scare you.
It motivates you.
You plan. You pivot. You adapt.
And then you do it all over again.
You've shifted priorities.
And set new goals.
A hundred times this month.
You need connectivity solutions
that are flexible—like you.
Fast, reliable, secure solutions.
You need a team in your corner
that's available for support 24/7.
So you can take on what's next.
And not just bounce back
but **Bounce Forward™**.

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COMCAST **BUSINESS**

Succeeding in Your Business

So you want to start a nonprofit? Be sure you have the commitment

"I am looking to set up a nonprofit organization with some friends to help raise funds for an obscure but devastating disease.

"I've been looking over the IRS forms for getting a tax exemption under Section 501(c)(3) of the Internal Revenue Code and they look pretty daunting. My friends and I all have full-time jobs and are not sure we will be able to comply with all of the IRS requirements.

"Is there any easier way for us to 'do good' without having to quit our day jobs?"

In my law practice, I receive at least one inquiry a week from people looking to start nonprofit organizations. I wish more of them looked like this email.

A lot of people are under the impression that in order to do good, you have to be a nonprofit, as if making a profit were somehow illegal or immoral. I have to remind my nonprofit clients periodically that the first obligation of any newly formed nonprofit organization is — to make a profit!

Being a nonprofit does not mean you don't make money. It means your profits are not distributed to the owners of the organization (nonprofits have no owners as such) as dividends or a return of capital. Profits earned by a nonprofit must, by law, be used to fur-

ther the organization's tax-exempt goals, whatever they may be.

For a primer on how to set up a nonprofit organization, see my two-part YouTube video on the subject (search "Cliff Ennico nonprofit" on YouTube).



CLIFF ENNICO

Before you set up a nonprofit organization, here are five tough questions you need to ask yourself and your fellow founders:

Who Will Run the Organization? Lots of people will tell you they will help you run the nonprofit once it's set up, but don't believe them. Many, if not most, will disappear into the woodwork once the organization is up and running and you ask them to devote X hours of their time each week to help out. Most nonprofit organizations are run by one, two or (at the most) three people who do 95 percent of the work. If you have not identified those people, be assured you will end up doing everything.

Will We Have the Time for This? Make no mistake: Nonprofit organizations are time vampires. They will demand every spare waking hour of your life. If you are working full-time jobs, then consider hiring someone to act as the executive director of the organization and devote himself or herself full time to running the organization. Keep in mind

that this person (unless retired and looking for something to do to stave off dementia) will want to be paid. You will have to withhold taxes on his or her paycheck, etc., etc.

Are We Good at Fundraising? People who run nonprofits spend at least 80 percent to 90 percent of their management time on fundraising activities.

Nonprofits by law can generate income in only three ways: charitable donations by people looking for tax deductions; government grants; and fundraising events such as bingo games, walking/running/bicycle races, silent auctions and car washes.

Finding the donors, writing the grant applications and running the events may well leave you little time left over for anything else. Consider working with a fundraising consultant who can help you write the grant applications, find the donors and select the right fundraising events for the particular mission you are trying to serve.

Are We Disciplined Enough to Comply With the Law? As this reader points out, there is a fair amount of paperwork you have to file with the IRS and state regulators to keep a nonprofit on life support. If you are consistently late filing these, sooner or later, you will lose your tax-exempt status.

If you do not have the patience to deal with legal paperwork and the thought of doing yet another tax return each year (called an annual report for nonprofits) makes you gag, you will need to hire — and pay for — a good local accountant who works with nonprofits and will stay on top of you to get the information needed to do his or her job.

Are We Committed Enough to Stick Around for the Long Haul? Running a nonprofit is a thankless job: It involves long hours, dealing with difficult people, lots of paperwork and lousy pay. Being passionate about your cause to the point of insanity is the only way to put up with all the nonsense and get you through the tough weeks (or months) when nobody returns your phone

calls, the government rejects your grant applications and you can't get your board members to show up at virtual meetings.

If you have any doubts about how passionate or committed you are to the cause you want to serve, you probably aren't passionate or committed enough to run a nonprofit. Find another organization that's already been set up for this purpose, and either donate money or volunteer what time you have available to that organization. You will be doing good, feeling good about yourself and staying sane.

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

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Utah tops nation in pre-COVID growth of small-business jobs

Utah has topped another business-related national list.

The Beehive State is ranked No. 1 among states with the largest growth in small-business jobs, with a 23.52 percent increase in the 2016-20 period (pre-COVID), according to the "United States of Small Business" analysis by Next Insurance.

Surrounding states also fared

well in the rankings. Utah is followed by Nevada, 23.11 percent; Idaho, 20.73 percent; Colorado, 19.58 percent; and Florida, 18.35 percent.

The analysis indicates that Utah has 301,265 small businesses (those with fewer than 500 workers) and those companies have 590,417 employees. That equates to 9,712 small businesses per 100,000 people and 46 percent of the state's overall workforce.

Nationally, small businesses with one to 500 employees make up 99.9 percent of all businesses, according to the Small Business Administration. They employ over 47 percent of the workforce. The 31.7 million small businesses in the U.S. generated \$9.4 trillion in GDP in 2019. That was 44 percent of the overall U.S. GDP.

While Utah had the largest small-business employment growth in the 2016-20 period, at the other end of the spectrum is West Virginia, which lost 4.06 percent of those types of jobs. Other states with meager small-business job gains are Louisiana, 5.41 percent; New Mexico, 5.47 percent; Alaska, 6.36 percent; and Wyoming, 6.37 percent.

The analysis also looked at minority ownership of small businesses. Utah in 2012 had 6.13 percent of its small businesses owned by minorities but saw that figure rise to 6.67 percent in 2017.

Details are at <https://www.nextinsurance.com/blog/the-united-states-of-small-business/>.

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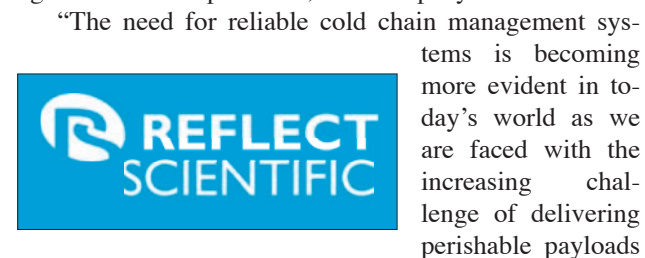
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Reflect Scientific Inc., an Orem-based provider of products and services for the biotechnology, pharmaceutical and transportation industries, has introduced an all-green refrigerated trailer it feels will pair well with any of the electric-powered, heavy-duty trucks currently in development and headed to market. "The Cryometrix 53-foot reefer trailer is ideally positioned to complete an all-green package that replaces the diesel-powered tractor-trailers that are currently in use for transportation of goods requiring controlled temperatures," the company said.



"The need for reliable cold chain management systems is becoming more evident in today's world as we are faced with the increasing challenge of delivering perishable payloads such as pharmaceuticals and biologics to the point of use," Reflect Scientific's statement said. The Cryometrix technology offers a pollution-free system with a flexible wide-ranging temperature setpoint control that can be adjusted to match payload requirements. The company said the system would respond the need for shipping biologics such as COVID-19 vaccines.

The trailer is equipped with Reflect Scientific's Cryometrix CB-40 TRU refrigeration system that uses a patented self-contained liquid nitrogen cooling system to achieve consistent temperature control with almost no moving parts, no noise and superior reliability. The system is a direct replacement for current diesel systems and is easily retrofitted into existing trailers. Although it has no compressor as current diesel refrigeration systems have, its weight is comparable to those systems.

A Cryometrix-equipped trailer has passed tests in demonstration runs from Salt Lake City to Los Angeles and Denver. With a payload of frozen ravioli, lasagna, corn dogs, ice cream and Popsicles, the trailer maintained a constant temperature of minus-15 degrees Fahrenheit for the 1,323-mile, seven-stop trip.

JobNimbus, a developer of software for management of construction projects by contractors, has released its new **Sales Dashboard Reports** feature to help business owners, sales managers and representatives easily see their sales, lead sources and top performers at a quick



glance. The feature can be added to all JobNimbus accounts for free. "As a business owner, it's important to understand your work volume and the revenue coming into your business. Sales Dashboard Reports let you track that so you can make informed decisions and reach your business goals," said **Ben Hodson**, CEO of JobNimbus. With the new dashboard, users will be able to see the results for contacts and jobs that they have access to in a specific workflow stage like lead, estimate, sold, in-production and others.

Provo-based **Qualtrics**, a customer experience management company, has introduced **Delighted AI**, an artificial intelligence and machine learning engine built directly into the customer experience platform of **Delighted**, a Qualtrics company. Developed to automate the customer feedback process, Delighted AI is complementary to Qualtrics' existing Text iQ technology. "Customer experience programs



are rapidly evolving as companies have realized that relying on traditional metrics alone does not determine customer success. Instead, the customer experience leaders are winning based on gathering in-the-moment feedback that is immediately actionable and building a culture of continuous listening," said **Caleb Elston**, co-founder of Delighted. "We created Delighted AI to empower companies to spend less time configuring, implementing and analyzing so they can focus on acting on insights faster than any other technology before."

A new AI-driven chatbot platform produced by Park City-based **AtlasRTX** has been integrated into the home-buying assistance website **KB Home**. The platform is designed to respond to home shoppers' questions, provide personalized information and assist in the homebuying journey. "AtlasRTX's technology helps KB Home create a customer experience that sets the homebuilder apart by using



a chatbot to engage with customers at every stage of the homebuying cycle," a KB Home release said. "KB Home is one of the first national homebuilders to launch a Chatbot platform that meets homebuyer expectations for an immediate and engaging 24/7 experience," said **Bassam Salem**, CEO of AtlasRTX. "Through our collaboration, KB Home is serving up a state-of-the-art Chatbot that continually gets smarter as it converses with home shoppers."

AAA Utah has begun marketing three new easy-to-install smart home security systems from the organization's **AAA Smart Home** brand. The new do-it-yourself product provides professional home security with 24/7 monitoring along with a remote concierge install process. Systems are pre-configured and tested before shipping to



customers, minimizing setup and configuration time. "For over a century, AAA has been a leader in safety and service on the road, and now we are extending that commitment to the home," said **Mike Hetke**, president & CEO of AAA Smart Home. "In addition to our full-service, professionally installed solutions, we see a great opportunity to improve the options available in the DIY marketplace. You shouldn't have to sacrifice professional quality with a self-installed solution."

Lehi-based **SimpleNexus**, developer of a digital mortgage platform for loan officers, borrowers, real estate agents and settlement agents, has launched a hybrid e-closing feature for the Ellie Mae Digital Lending Platform. Ellie Mae, now a part of Intercontinental Exchange Inc., is a cloud-based loan origination platform provider for the mortgage industry. "A lender's



need for simple, effective e-closing solutions has never been greater," said SimpleNexus CEO **Matt Hansen**. "**SimpleNexus eClosing** delights borrowers and turbocharges closing team efficiency, resulting in loans that can be sent off to investors sooner and with fewer errors. By shrinking the gap between loan funding and shipping, lenders can save money by reducing their dwell time on warehouse lines of credit. Additionally, borrowers now have one single portal from home search to home closing."

SINTX Technologies Inc., a manufacturer of silicon nitride ceramic for medical and non-medical applications with headquarters in Salt Lake City, has developed fabrics for use in manufacturing "catch-and-kill" facial masks that will inactivate respiratory



viruses. Exposure to silicon nitride has been shown to neutralize bacteria and viral strains, the company said. "Fabrics containing silicon nitride from this process will be tested for their antiviral effect. Previous scientific data have shown that silicon nitride strongly inactivates SAR-CoV-2, the virus causing the COVID-19 pandemic," said **B. Sonny Bal**, president and CEO of SINTX. "Initial process development activities have shown promising results and we are hopeful that we will soon have a mask that catches and kills the coronavirus," said Bruce Lorange, CEO of O2Today, who has an agreement with SINTX to develop the masks.

Salt Lake City's **Xenocor Inc.** has reached a group purchasing agreement with healthcare alliance Premier Inc. for distribution of its new disposable articulating laparoscope **Xenoscope**. The Xenocor disposable laparoscopic system is designed to



improve image quality, eliminate fogging, lower hospital costs and reduce biohazard risk for patients and staff. "Premier offers breakthrough technology designations to innovations that significantly improve patient safety, clinical outcomes and operational efficiencies," said **Evan Kelso**, CEO of Xenocor. "It hasn't really been possible until recently to make these kinds of sophisticated devices in a single-use platform, so we feel it is indeed a breakthrough for the industry to make these technical advances readily available to serve patients, facilities and providers." Premier represents an alliance of approximately 4,100 U.S. hospitals and 200,000 other providers in the United States.

Lucid, a South Jordan-based provider of video collaboration software, has announced the expansion of its visual collaboration suite with the release of **Lucidspark**, a cloud-based virtual whiteboard where teams can work together in real time. "The rise of remote workforces has brought chal-



lenges with cross-team collaboration to the forefront of daily workflows. The importance of being able to bring teams together into a common space to brainstorm and work together has never been more apparent," said **Karl Sun**, co-founder and CEO of Lucid. "Lucidspark's intuitive digital canvas enables teams to effectively brainstorm, collaborate and align on new ideas and organize collective thinking into actionable next steps. This is an exciting addition to our visual collaboration suite and will help us to fur-

Industry Briefs

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

ASSOCIATIONS

• The board of directors of the **Utah Valley Chamber of Commerce** has appointed **Curtis Blair** as the chamber's new president and CEO. A business leader and entrepreneur, Blair succeeds former president and CEO **Rona Rahlf** and interim president and CEO **Stan Lockhart**. Blair has more than 25 years of executive experience in marketing, consulting, negotiation, and experience with extensive domestic and international customer relations. Most recently, Blair was principal and co-founder of Hoodoo Capital and Consulting, vice president of partner and channel alliances of DirectPointe, and a successful entrepreneur and leader in several other organizations. Blair is a graduate of Brigham Young University with a B.A. from the College of Humanities.



Curtis Blair

CONSTRUCTION

• **MVE+Partners**, a Salt Lake City-based architecture, planning, interiors and design firm, has hired **Charles Pigg** as director of Utah as an independent consultant.



Charles Pigg

Pigg will lead the firm's business development initiatives and support the company in expanding its presence across the central U.S.,

with a focus on Salt Lake City and the greater Utah market as well as other neighboring and developing regions, including Denver, Phoenix and Boise. Pigg has over 43 years of architecture and urban planning experience, serving as president, founder and creative director at architectural design firm Charles Group International since 2001. Earlier experience includes work at Jerde Partnership of Los Angeles, where he served as creative director for nearly 25 years and worked closely with Jon Jerde as one of his original designers.

• **IBA Consultants**, a Miami-based firm specializing in curtain-wall consulting and building envelope inspection and testing, has hired **Nick Villaverde** as senior consultant. He will open and manage IBA's new branch office in Salt Lake City that will serve the Mountain West region. Villaverde has more than six years of experience in structural engineering design and building envelope inspections of low-rise and high-rise commercial construction projects. He also has experience managing renovation construction projects from conception to completion while working for GACE Consulting Engineers and MCR Developers in New York City. The new Salt Lake City office will also be the headquarters for IBA's new Division of Building Enclosure Commissioning, helping developers and contractors who are bidding on federal and other government projects meet the demand for more-thorough building enclosure specifications in request-for-proposal responses.



Nick Villaverde

CORPORATE

• **CleanSpark Inc.**, a Salt Lake City-based software and services company, has closed on a previously announced underwritten public offering of more than 4.4 million shares of common stock at a public offering price of \$9 per share for aggregate gross proceeds of approximately \$40 million. **CleanSpark** said it will use the net proceeds for working capital requirements; the growth of its sales and marketing team; product development, including software enhancements and improvements; and general corporate purposes and strategic mergers and acquisitions. **H.C. Wainwright & Co.** acted as the sole book-running manager for the offering. **Procopio, Cory, Hargreaves & Savitch LLP** served as legal counsel to CleanSpark, and **Ellenoff Grossman & Schole LLP** served as legal counsel to H.C. Wainwright & Co. in connection with the offering.

ECONOMIC INDICATORS

• **Park City** leads all Utah locations as the **best spot for retirement**, according to **SmartAsset**, which considered tax-friendliness, medical care and social opportunities as factors. Park City was followed, in order, by Price, Nephi, Salt Lake City, Providence, Bountiful, Hurricane, Ivins, Brigham City and Roosevelt. Details are at <https://smartasset.com/retirement/retirement-calculator#utah>.

EDUCATION/TRAINING

• **Rocky Mountain University of Health Professions**, Provo, has selected **Dr. Adam Hickenbotham** as the founding dean of its new College of Optometry. Hickenbotham will oversee the development of the curriculum, the hiring of faculty and staff, and guide the new college through the accreditation process in preparation for an anticipated opening in 2023. Hickenbotham has more than 17 years of clinical experience, including the management of multiple surgery centers and private practice clinics. He has owned a private clinic and has worked in both small and large practices for many years. He also has more than 20 years of background in academic settings, research, administration and other roles, and is the holder of numerous patents on laser surgical technology in the U.S. and several other coun-



Adam Hickenbotham

tries. He founded surgical research company Thru-Focus Optics LLC and held several roles in academia. Hickenbotham's education includes a bachelor's degree in psychology from Brigham Young University.

ENERGY/NATURAL RESOURCES

• **Weber State University** recently hosted a ribbon-cutting ceremony for an all-electric home constructed in central Ogden, following a year of planning, construction and landscaping. The project is at 2807 Quincy Ave. The net-zero home is the outcome of an innovative collaboration between **Weber State University** and **Ogden City**. Students from the Department of Construction & Building Sciences in WSU's College of Engineering Applied Science & Technology made up the construction team. As many as 50 students worked on the project; the senior team consisted of 12. The project was selected as one of 10 finalists in the Department of Energy Solar Decathlon, a two-year competition involving the design and construction of highly efficient and innovative buildings powered by renewable energy. The home supports the mission of the **Ogden Civic Action Network**, which is committed to revitalizing the east central neighborhood in Ogden, with support from Weber State and many other Ogden institutions.

HEALTHCARE

• **Katharine Ullman** of the Huntsman Cancer Institute at the University of Utah has been named an **Allen Distinguished Investigator**. Launched in 2010 by the late philanthropist Paul G. Allen, the ADI program funds early-stage research that is less likely to receive support from traditional funding sources. Ullman and **Maho Niwa** of the University



Katharine Ullman

of California San Diego are leading a research project to investigate the interactions between the nucleus and one of its neighboring organelles, the endoplasmic reticulum. The announcement was made by The Paul G. Allen Frontiers Group, a division of the Allen Institute. Each award confers \$1.5 million in funding over three years. Including the new awards, a total of 82 Allen Distinguished Investigators have been named over the past 10 years.

• **Foldax**, a Salt Lake City-based company focused on heart valves, has added **Ajit Yoganathan** and **Chris Jenny** to its Scientific Advisory Board and **Dr. Frank Shannon** and **Dr. Geoffrey Answini** to its Medical Advisory Board. They will join boards that contribute to the con-



Ajit Yoganathan



Chris Jenny



Frank Shannon



Geoffrey Answini

tinued development of the Tria LifePolymer heart valve technology. Jenny is an applied materials and biomaterials expert in material characterization with focus on biocompatibility, mechanisms of implantable device failure, and material degradation. Yoganathan is the Wallace H. Coulter Distinguished Chair in Biomedical Engineering and Regents' professor at the Department of Biomedical Engineering at the Georgia Institute of Technology and Emory University, and a mem-

see BRIEFS next page



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Industry Briefs

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ber of U.S. National Academy of Engineering. Shannon is Medical Advisory Board chair and chief of cardiovascular surgery, research and quality programs at Beaumont Health in Michigan and co-principal investigator for three transcatheter valve clinical trials. Answini is chief of the Division of Cardiothoracic Surgery and co-director of the cardiovascular service line at Christ Hospital in Cincinnati, with experience with 40-plus clinical trials.

• **Elevar Therapeutics Inc.**, a biopharmaceutical company with offices in Utah, California and South Korea, has entered into an exclusive agreement with **taiba Middle East FZ LLC** under which taiba will commercialize and distribute Apealea (paclitaxel micellar) in certain countries throughout the Middle East and North African (MENA) region. Apealea has been approved by the European regulatory authorities for use in combination with carboplatin for the treatment of adult patients with first relapse of platinum-sensitive epithelial ovarian cancer, primary peritoneal cancer and fallopian tube cancer. Under the terms of the agreement, taiba will be responsible for managing named-patient requests through which physicians can legally and ethically prescribe Apealea for patients prior to commercial availability.

• The board of directors of **PolarityTE Inc.**, a Salt Lake City-based company focused on discovering, designing and developing a range of regenerative tissue products and biomaterials for the fields of medicine, biomedical engineering and material sciences, has voted to terminate the company's shareholder rights plan "after receiving stockholder input and evaluating that input in the context of company objectives." The termination of the plan was effective Sept. 28.

INVESTMENTS

• **Icon Health & Fitness**, a Logan-based designer and distributor of connected fitness equipment and software, has announced a \$200 million growth investment led by **L Catterton** and joined by existing investor **Pamplona Capital Management**. Icon said the investment will further accelerate its growth strategy of delivering its expansive range of interactive fitness products connected by iFit, the company's content technology and media platform.

• **BookClub**, a Salt Lake City-based platform created to scale author-led book clubs, has raised \$6 million in seed

financing led by **Maveron**, with participation from **GSV Ventures**, **Signal Peak Ventures** and **Pelion Venture Partners**. **Mike Levinthal** also joined the round as a private investor. BookClub will use the funds to establish a portfolio of authors on the platform across both fiction and nonfiction book titles, create cinematic video experiences with authors, and build a unique community platform for one-on-one interactions with authors and book groups.

• **Claravine**, a Lehi-based technology platform focused on marketing data, has announced \$5 million in Series A funding led by **Grayhawk Capital**, with participation from **Next Frontier Capital** and **Peninsula Ventures**. The company's funding now totals \$12.4 million. The new funding will help Claravine further build out product development and go-to-market strategies.

• **Black Cliffs Partners**, a Salt Lake City-based private investment firm, has become a major shareholder in the **Boulder Ridge Group**, a software-as-a-service technology provider that targets small to medium-sized businesses focused on specific vertical market industry segments. Financial terms were not disclosed. In addition to private company investments, Black Cliffs' team is also an active real estate investor.

LAW

• **SoloSuit**, a Provo-based legal technology startup focused on debt collection lawsuits, has appointed **Scott Erickson** as chief technology officer. As CTO, Erickson will lead the company's technical direction, adding functionality to the product and scaling it. Erickson has more than six years of industry experience, most recently as a software development engineer at Amazon. His education includes a bachelor's degree in computer science from Brigham Young University.



Scott Erickson

OUTDOOR PRODUCTS

• **Jack Wolfskin**, a Park City-based producer of outdoor apparel and gear, has appointed **André Grube** as chief financial officer. Grube succeeds Ante Franicevic, who left the company to pursue new professional opportunities after a short hand-off. Grube will be responsible for Jack Wolfskin's finance, tax and legal, HR and office manage-



André Grube

ment functions. Grube joins Jack Wolfskin after being group CFO for Swiss outdoor company Mammot Sports Group. He previously held positions in the finance departments of PepsiCo Germany GmbH, Punica Getränke GmbH and Procter & Gamble International.



PHILANTHROPY

• **1-800 Contacts**, a Draper-based contact lens retailer, and nonprofit **EyeCare4Kids** have launched "**Sight the World**," which will provide a virtual vision clinic providing care to underserved children and adults worldwide. Sight the World will use innovative vision care technology from 1-800 Contacts to provide free glasses and contact lenses. Families will be able to browse countless styles offered from 1-800 Contacts through both its contact lens business and glasses brand, Liingo Eyewear. EyeCare4Kids has already provided more than 300,000 pairs of glasses to kids in need, due in part to the support from the 1-800 Contacts family of brands, including Liingo Eyewear and Boomerang Lenses. With the launch of Sight the World, the organization is poised to increase its impact and is committed to providing more than 3 million pairs of glasses and contact lenses worldwide.

• **Swig**, a drink shop chain that is part of American Fork-based Four Foods Group, has launched the "**Save The Cups**" campaign, with the goal of raising \$50,000 during October to help women pay for breast cancer treatments. Before starting Swig, founder Nicole Tanner was diagnosed with cystosarcoma phyllodes, a rare, fast-growing form of breast cancer that necessitated surgery. Details are at swignsweets.com/savethecups.

REAL ESTATE

• **Ascent in Cottonwood**, a 160-unit multifamily property in Cottonwood Heights, has been sold by **Buchanan Street Partners** to **Warmington Properties** for an undisclosed amount. The sale was announced by **Institutional Property Advisors (IPA)**, a division of Marcus & Millichap. IPA's Danny Shin, IPA senior vice president, and Brock Zylstra, Steve Gebing and Cliff David represented Buchanan Street Partners. Phil Brierly is Marcus & Millichap's broker of record in Utah.

RECOGNITIONS

• **Ivanti**, a Salt Lake City-based company that automates IT and security operations, has been named a "**Top Five Scoring Best Support Website**" by the **Association of Support Professionals (ASP)**. It is the fifth time Ivanti has been named an ASP winner. The ASP competition scores support websites in 22 different areas, including usability, design and navigation to knowledgebase, community engagement and site development strategies. The support sites are evaluated by a judge panel of support experts. Those companies with outstanding average scores were selected to be named to the 2020 Top Five Scoring Website list.

SERVICES

• **Avetta**, an Orem-based supply chain risk management company, has announced three new executives have joined its leadership team. **Taylor Allis** joins as chief product officer, **Christopher Lewis** has been promoted to chief technology officer, and **Jitesh Chanchani** has joined as senior vice president of partnerships. Prior to joining Avetta, Allis was global vice president of product and marketing at Enablon. Allis also has served in leadership positions for Sun Microsystems/Oracle, TTEC, IQNavigator/Beeline and three startups. Lewis started at Avetta as a vice president of data analytics in March of this year. He has more than 25 years of experience in



Taylor Allis



Christopher Lewis



Jitesh Chanchani

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product development and delivery of analytical solutions. He spent the last few years at IHS Markit. Prior to that, he was CTO at Seismic Micro-Technology for more than 18 years before it was acquired by HIS. Chanchani has consulted for Avetta since February. He has 25 years of experience in the enterprise software space, across many functions, including product management, business development and M&A. Prior to joining Avetta, Chanchani served as the CEO of a venture-backed SaaS software company, Accend Inc. He also held leadership roles at IHS Markit, VMware and Symantec.

• **Beta Wealth Group**, a financial planning and wealth management firm, has expanded to Park City. Founder and CEO **Jodi Vleck** opened the office in Park City. She has over two decades of experience in wealth planning and portfolio management in San Diego.



Jodi Vleck

TECHNOLOGY/LIFE SCIENCES

• **InMoment**, a Salt Lake City-based experience improvement company, has appointed **Graham Tutton** as global head of consumer products. Tutton has more than 25 years of experience in leading customer experience at several global brands. Tutton spent the past decade in senior leadership roles accountable for customer, employee and product insights, deploying and managing all aspects of the enterprise Net Promoter System, and supporting operations teams at Comcast.



Graham Tutton

EC releases 2020 healthcare survey

Utah's Employers Council, a provider of human resource and employment law services for the business community, has released the results of its 2020 Utah Health, Welfare & Plans Survey. The survey's major finding was that the average premium for single (employee-only) health insurance coverage increased by \$4 per month since last year, to \$571.

"Overall, the survey reveals that both Utah employers and their employees continue to see increasing costs to their health insurance plans," said Ryan D. Nelson, president of Employers Council's Utah office. "The survey provides valuable data to help Utah employers determine how their benefit offerings compare to the marketplace. This data enables employers to make strategic decisions with certainty and accuracy."

The survey is designed to help Utah employers determine how their benefit offerings compare to the marketplace, Nelson said. The new survey includes valuable data segregated by private, public and nonprofit sectors for health, dental, life, short-term disability and long-term disability insurance.

Key findings from the survey included:

- The average monthly premium for single (employee-only) coverage all plan types com-

bined (HMO, PPO, POS, HDHP) is \$571 — a \$4 per month increase since last year.

- The percentage of health coverage paid by employer is 82 percent for single (employee-only) coverage, a 2 percent increase since last year.

- The average employer contribution to an employee's HSA account when enrolled in a single (employee-only) high-deductible health plan is \$915 per year, up \$282 since last year.

- 70 percent of survey respondents offer a wellness program.

- 86 percent of Utah respondents offer an HMO/PPO plan and 76 percent a HDHP.

The survey also includes monthly premium amounts for health and dental insurance, cost sharing for those insured benefits, as well as retirement benefits, STD, LTD, and part-time employee insured benefits. The survey includes responses from 63 Utah organizations. Data breakouts include company size, geographic area and industry type. Full results of the survey are available at www.employerscouncil.org.

"Employers Council strives to provide the most current, relevant and helpful information to employers in Utah. We pride ourselves on the quality and breadth of our full collection of survey reports, and offer the most comprehensive data specific to Utah," said Nelson.

BREEZE

from page 1

announcement to more than \$100 million. The latest round of capital is led by Peterson Partners of Salt Lake City with participation from Bend, Oregon-based Sandlot Partners. Peterson Partners also invested with Neeleman when he founded JetBlue Airways in 2000 and Azul Brazilian Airlines in 2008. Neeleman characterizes the new investment in Breeze as "providing it with more than adequate balance sheet strength to launch its new operations."

Breeze is Neeleman's fifth airline, which include, in addition to JetBlue and Azul, Morris Air, founded in 1992 and sold to Southwest Airlines in 1993 for \$120 million; and WestJet that was founded in Canada in 1994 and went public in 1999. WestJet is now Canada's second-largest commercial carrier behind Air Canada.

With launch now targeted for March 2021, Breeze will begin operations focused on underserved airports in the Southeastern United States. "As major airlines retrench their networks in response to decreased travel demand, Breeze sees even more opportunities to serve smaller cities currently reachable, if at all, only through connections and the corresponding increased travel times," it said in its Sept. 28 filing to the U.S. Department of Transportation.

But Breeze will start small, it said in the filing. It will launch with 100-seat Embraer E195 jets flying seven routes, the filing said, three from a "Southeastern United States airport," and four from "another airport farther south." Industry analysts say Breeze is being vague so other airlines do not fly its routes before it announces them. In "subsequent months," the airline told the government, it will add routes from those two airports, and open a third base, also in the Southeast. By July, it will add a fourth airport, again in the Southeast and by October, it will add two more Southeastern airports, it said. Most of Breeze's likely base airports have limited air service today.

"Although adjustments have been made to its plans, Breeze's mission of providing nonstop service to underserved markets across

the country remains unchanged," the airline's federal filing said.

At one point, Breeze had wanted to start by flying charters, but that is no longer the plan, the company has said. It expected robust demand among college sports teams, but said the "disruption in college sports caused by COVID-19, no longer makes that plan viable."

The Embraer aircraft that will comprise the Breeze fleet at launch will be leased from Azul Airlines. Neeleman remains chairman of the board of Azul. The Embraer jets were always intended to fill a short-term gap, with the airline planning to build its fleet with the Airbus A220-300, a relatively small aircraft with coast-to-coast range and impressive fuel economy. Breeze's initial order of 60 Airbus jets has been delayed and will begin arriving in August 2021.

"It's hard to believe it was two decades ago that we launched JetBlue," said Neeleman. "I'm personally so excited now to introduce Breeze, especially with the support of great financial partners like Peterson Partners, Sandlot and all of our investors. We believe that Breeze can make travel simple, affordable and convenient for millions and millions of customers."

"Peterson Partners has enjoyed over 20 years of partnership with David Neeleman, now across three airlines and we are thrilled to be backing him again. Our mission is to help great people build great businesses and it doesn't get better than David Neeleman and Breeze Airways," said managing partner Clint Peterson of Peterson Partners.

"It's an honor for Sandlot to partner with such an exceptional entrepreneur and founder in David Neeleman. True to form, he's assembled another all-star leadership team, developed a first-class guest experience and built an airline that will provide more choices to consumers in smaller, underserved markets," said Sandlot managing partner David Jensen.

At some point, the coronavirus pandemic will wane and the U.S. airline industry will have a robust recovery. With David Neeleman's track record, don't be surprised if Breeze Airways is out front leading the way.



AE URBIA - AE stands for architecture and engineering. AE URBIA are architects and engineers. URBIA is a state of belonging to; a group, a company or community which is rich in experience, facilitated through design.

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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. NOTE: Because of concerns with the coronavirus, events listed here may be postponed or canceled. Check with organizers to determine if individual events are taking place.

Oct. 20, 8 a.m.-4 p.m.

“Emotional Intelligence,” part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on identifying the components of emotional intelligence, exploring strategies to increase awareness of emotions, developing the ability to manage your emotions, and improving social skills. Location is Salt Lake Community College’s Westpointe Campus in Salt Lake City. Virtual participation is also available. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Oct. 20, 9 a.m.

“Manufacturing for the Global Market,” presented by World Trade Center Utah, in partnership with the Utah Advanced Materials and Manufacturing Initiative and the Utah Industry Resource Alliance. Event will feature a discussion of ways to take a manufacturing business international. Speakers will discuss the importance of exporting and share examples of Utah companies in the advanced materials and advanced manufacturing industry that have increased their revenues abroad. Event takes place online via Zoom and YouTube. Details are at <https://us02web.zoom.us/join/register/tZYtdOmhrTopGdfWmkERiREZXq-WvvhAswco>.

Oct. 20, 11 a.m.-1 p.m.

Business Women’s Forum 2020: “Bridging Differences to Get More from Mentorship.” Speaker is Chandana Haque, executive director at Altitude Lab. Event takes place online via Zoom. Cost is \$20 for members, \$25 for nonmembers. Details are at slchamber.com.

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

Business Alliance Networking Luncheon, a Davis Chamber of Commerce event. Location is Business Resource Center, 450 Simmons Way, Kaysville. Free. No RSVP required. Details are at davischamberofcommerce.com.

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

Southwest Valley Women in Business, with a Halloween theme. Location is La Garnacha Restaurant, 5418 W. Main St.,

Herriman. Details are at <https://www.southjordanchamber.org/event-4009556>.

Oct. 20, noon-1 p.m.

Virtual Executive Forum, a South Valley Chamber event. Speakers Ross Romero, principal at Inclusion Strategies; and Pam Perlich, director of demographic research at the Kem C. Gardener Policy Institute, will discuss “Utah’s Changing Demographics and Why Diversity and Inclusion Matters.” Event takes place online. Free. Details are southvalleychamber.com.

Oct. 21, noon-1 p.m.

Cybersecurity Leadership Council Fall Conference Workshop titled “Security Internet-Connected Devices in Health Care,” a Salt Lake Chamber event. Event takes place online. Free. Details are at slchamber.com.

Oct. 21, 3:30-5 p.m.

“Business Connections and Bowling,” a ChamberWest event. Location is All-Star Bowling & Entertainment, 3601 S. 2700 W., Valley Fair Mall, West Valley City. Cost is \$15 for members, \$20 for nonmembers. Details are at chamberwest.com.

Oct. 21, 4-5 p.m.

“Achieving Results in an Inclusive Recovery,” part of the “Speaker Series: Building Equitable Communities,” presented by the United Way of Salt Lake. Speakers are Michael McAfee, president and CEO of PolicyLink, and Bill Crim, president and CEO of United Way of Salt Lake. Event takes place online. Free. Details are at <https://uw.org/get-involved/events/>.

Oct. 21, 5:30-6:30 p.m.

“QuickBooks Workshop,” a Small Business Development Center (SBDC) event. Event takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 22, 9-9:45 a.m.

Summit Speaker Series, presented by the Utah Office of Outdoor Recreation, in partnership with Snowsports Industries America, the Economic Development Corporation of Utah and the Utah Outdoor Association. Speaker Kristin Carpenter, founder, CEO and partner at Verde Brand Communications, will discuss “Marketing: Show Up in the New Consumer Decision Journey.” Event takes place online. Registration can be completed at Eventbrite.com.

Oct. 22, 11:30 a.m.-1 p.m.

Networking Luncheon, a

Murray Area Chamber of Commerce event featuring interviews with two chamber members and networking. Location is Murray Park Pavilion, 296 E. Murray Park Ave., Murray. Cost is \$15. Details are at murraychamber.org.

Oct. 22, 4-5 p.m.

Disco Biz Bash Fundraiser, a Women’s Business Center of Utah event that is a disco-themed virtual happy hour. Activities include honoring Molly Kohrman, owner of Brownies Brownies Brownies, as the 2020 WBCUtah Entrepreneur of the Year. All proceeds assist the WBCUtah to provide virtual, online and in-person assistance for women business owners throughout 14 counties in Utah. Product box pickup will be at Brownies Brownies Brownies from 9 a.m.-2:30 p.m. Cost is \$75. Event takes place online. Details are at wbcutah.org.

Oct. 22, 8-10 a.m.

“Dear Competitor: Our Social Media Spend Makes Cents,” part of the Business Recovery Series presented by Davis Technical College, in partnership with Davis County and the Davis Chamber of Commerce. In-person and virtual classes are available. In-person class location is the Business Resource Center, 450 Simmons Way, Kaysville. Cost for the series is \$150. Cost for individual classes is \$25. Details are at <http://davistech.edu/business-recovery>.

Oct. 22, 9-11 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is Murray Park Pavilion, 296 E. Murray Park Ave., Murray. Details are at murraychamber.org.

Oct. 23, 8-9 a.m.

2020-21 Speaker Series, an ACG (Association for Corporate Growth) Utah event. Speaker is Karl Sun, CEO and co-founder of Lucid. Free for members, \$10 for nonmembers. Details are at <https://www.acg.org/utah/events/october-13-speaker-series-karl-sun>.

Oct. 23, 8-9 a.m.

WOW Women Training, a Women’s Business Center of Utah event in partnership with wowwomen.biz. Speaker Annie Sisson of Into the Bold will discuss “Flexibility in Your Business: Knowing When and How to Pivot.” Event takes place online. Free. Details are at wbcutah.org.

Oct. 26, 8 a.m.-5 p.m.

Utah Economic & Energy Summit, presented by the Utah

Governor’s Office of Energy Development, Governor’s Office of Economic Development, World Trade Center Utah and the Salt Lake Chamber. The 14th Annual Utah Economic Summit was originally scheduled for June 18. The Ninth Annual Governor’s Energy Summit was originally scheduled for May 18, then postponed until Oct. 21. Activities include morning and lunchtime plenary sessions, awards presentations, and morning and afternoon breakout sessions in three tracks: economic development, energy and global trade. Offerings related to international issues includes a plenary session on the newly implemented U.S.-Mexico-Canada Trade Agreement. Event also will highlight Gov. Gary Herbert’s economic and energy accomplishments since 2009. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$180. Virtual admission is \$79. Details are at <https://utaheconomicsummit.com/>.

Oct. 27, 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 first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

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

Women in Business Luncheon, a South Valley Chamber event. Speaker Col. Angela Michael will discuss “How to Move Forward in a Male-Dominated Environment.” Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$30 for chamber members, \$50 for nonmembers. Registration can be completed at Eventbrite.com.

Oct. 28, 7:30-11 a.m.

“Culture Development,” part of the Fall 2020 Leadership Series presented by Davis Technical College’s employer and continuing education team and Ames Leadership Institute and continuing through Jan. 27. Location is the Davis Technical College, Simmons Building, 450 Simmons Way, Kaysville. Cost is \$175 per class (Custom Fit cost is \$88), \$600 for a bundle of four classes (Custom Fit cost is \$300). Details are at davischamberofcommerce.com.

Oct. 28, 7:30-8:30 a.m.

Coffee Connection, a Holladay Chamber of Commerce event. Location is Coffee & Cocoa, 6556 S. 3000 E., Holladay. Details are at holladaychamber.com.

Oct. 28-Dec. 16, 8 a.m.-noon

“Lean Six Sigma: Green Belt,” a Salt Lake Community College Employee Development Workshop focused on methodologies for waste reduction and process improvement skills, and applying problem-solving and quantifiable tools through Lean Six Sigma strategies. Location is Salt Lake Community College’s Miller Campus in Sandy. Cost is \$1,495. Details at <http://www.slcc.edu/workforce/courses/index.aspx>.

Oct. 28, 8-9 a.m.

Workforce Seminar titled “Back to School: The Employer Responsibilities under the Family First Coronavirus Response Act.” Speaker is Ryan Nelson, Utah president of the Employers Council. Event takes place online via Zoom. Free, but registration is required. Registration can be completed at <https://bit.ly/workforceseminar1028>.

Oct. 28, 8:30-9:30 a.m.

Summit Speaker Series, presented by the Utah Office of Outdoor Recreation, in partnership with Snowsports Industries America, the Economic Development Corporation of Utah and the Utah Outdoor Association. Speakers Maria Bleves, David Amirault and Kitty Thompson will discuss “Sexual Harassment, Sex Discrimination and Negotiating Gender in the Outdoor Industry.” Event takes place online. Registration can be completed at Eventbrite.com.

Oct. 28, 9-10:30 a.m.

“Protecting Your IP Internationally: Prepare for Success with the United States Patent and Trademark Office,” presented by the Governor’s Office of Economic Development, World Trade Center Utah and the Office of Outdoor Recreation, in partnership with the United States Patent and Trademark Office. Event is designed to assist Utah companies in mitigating potential risks and resolving international IP issues. Event takes place online. Registration can be completed at <https://wtcutah.formstack.com/forms/uspto>.

Oct. 28, 11 a.m.-1 p.m.

“Improving Employee Health Through Diabetes Prevention: A Virtual Summit for Worksites,” sponsored by Comagine Health, Get Healthy Utah, Intermountain Healthcare, the Utah Department of Health, and University of Utah

QUOTIENT

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In addition to Mountain View, company has offices in Bangalore, Cincinnati, New York, Paris, London and Tel Aviv. It has about 1,000 employees, with about half of those in the U.S. In addition to serving as its new headquarters, the Utah office will be home to several corporate teams, including those in general and administrative, operations, engineering and inside sales activities.

"This is an opportunity for them to consolidate some of their California operations into Utah, specifically the Sugar House area," Thomas Wadsworth, GOED associate managing director, told the GOED board.

"The great thing about this incentive, in addition to 520 high-paying jobs where the average wage is \$119,000 and spending about \$10 million in capex (capital expenditure), is it's a corporate office coming to Utah from California, the Silicon Valley," said Mel Lavitt, chairman of the GOED board's incentives committee. "This was a great win for us. Staff did a terrific job, [and] the incentives committee had a lot of back and forth on it. I think we certainly came to the right numbers."

"We are thrilled to continue our expansion, and after evalu-

ating several possible locations, Utah was the clear winner by a wide margin," Steven Boal, Quotient's CEO, said in a prepared statement. "We look forward to being meaningful contributors to the local community by being recognized as a local employer of choice, and by getting involved in the bettering of the community we lease space in. Thank you to the Utah Governor's Office of Economic Development for their assistance in making the selection of Utah a reality."

Wadsworth said the project represents "a great opportunity" for Utah to land executive talents. "We've typically had back-office and customer-support type operations, but this is really exciting, to have some of the higher-level functions here in the state of Utah," he said.

The company has been hurt by the COVID-19 pandemic and saw its revenue slip to \$83.5 million during the second quarter ended June 30. It was \$104.7 million during the same quarter a year earlier. In this year's second quarter, the company's net loss grew to \$19.1 million, or 21 cents per share, when compared with a loss of \$3.9 million, or 4 cents per share, in the year-earlier quarter.

Asked about the company's net losses, Wadsworth said technology investments and doing business in California "has been running their costs up, so this

[move] is an effort by the board and by others to help cut some of those costs and hopefully change some of those net losses." He added that the company is hoping to become profitable in the next two years.

The Quotient project is expected to result in new wages of nearly \$375 million over 10 years and new state tax revenue of more than \$14.6 million during that time.

Utah competed with two other states for the project, including one in the Southeast. Neither state was identified but both offered incentives larger than Utah's, Wadsworth said.

"We're excited to welcome the digital marketing firm Quotient to Utah" Val Hale, GOED's executive director, said in a prepared statement. "The amount of high-paying jobs the company will bring to Utah will have a great impact on our economy, citizens and their families."

"We're gratified that Quotient took an in-depth look at Utah's talent, costs of doing business, and business-friendliness, and is pursuing an expansion here," said Theresa A. Foxley, president and CEO of the Economic Development Corporation of Utah. "We are hopeful that they represent the first of many tech projects coming off the sidelines and reengaging with Team Utah."

CALENDAR

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Health. Event takes place online. Free. Registration can be completed at bit.ly/3hNzo1U.

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

"Solve the Business Puzzle," a Women's Business Center of Utah event. Event takes place online. Free. Details are at wbcutah.org.

Oct. 28, noon-1 p.m.

Cybersecurity Leadership Council Fall Conference titled "The Future of Connected Devices," a Salt Lake Chamber event. Event takes place online. Free. Details are at slchamber.com.

Oct. 29, 8 a.m.-noon

ULI (Urban Land Institute) Utah Annual Trends Conference titled "Reboot & Rebound: Commercial Real Estate in Utah's 'New Normal.'" Keynote speaker is Jeffrey D. DeBoer, president and CEO of The Real Estate Roundtable. Event takes place online. Costs vary. Details are at utah.uli.org.

Oct. 29, 9-10:30 a.m.

"Workforce Resilience through Mental Fitness" Launch, presented by Utah Community Builders, the Salt Lake Chamber's nonprofit social impact foundation, and showcasing expert speakers in the fields of mental health in the workplace, suicide prevention, trauma-informed leadership, ROI of mental fitness, and more. The unveiling of the new Suicide Prevention in the Workplace Employer Toolkit will take place. Event takes place online. Free. Details are at slchamber.com.

Oct. 29, 9-10 a.m.

Summit Speaker Series, presented by the Utah Office of Outdoor Recreation, in partnership with Snowsports Industries America, the Economic Development Corporation of Utah and the Utah Outdoor Association. Speakers Adriana Chimaras, Ashley Koreblat, Katie Boue and Matt Blocker will discuss "How to Plan, Manage and Engage with Multiple-Use Mission Lands." Event takes place online. Registration can be completed at Eventbrite.com.

Oct. 29, 1:30-2:30 p.m.

"Salt Lake Chamber-Business Live," a virtual networking event with a Halloween theme. Free for members, \$10 for nonmembers. Details are at slchamber.com.

Oct. 29, 3-5 p.m.

"Writing for the Popular

Press: A Workshop for Utah Women," a Utah Women & Leadership Project event. Speakers are Holly Richardson, columnist at *The Salt Lake Tribune*; and Heather Sundahl, writer, editor, contributor and blogger. Event takes place online via Zoom. Free. Registration can be completed at Eventbrite.com.

Oct. 29, 5-7 p.m.

Legal Clinic (in Spanish), a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Oct. 29, 6-7 p.m.

Legal Clinic, a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 3, 8 a.m.-1 p.m.

United Way of Salt Lake Collective Impact Summit and Community Changemaker Awards. Event begins with a gubernatorial forum. Attendees will then hear from prominent business and community leaders, with inspiring breakout sessions in four tracks: Engaging Community, Sharing Accountability, Shifting Systems, and Continuous Improvement. Community Changemaker Awards activities take place 11:30 a.m.-1 p.m. Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Details are at <https://uw.org/changemaker-awards/>.

Nov. 3, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon, a Davis Chamber of Commerce event. Location is Business Resource Center, 450 Simmons Way, Kaysville. Free. No RSVP required. Details are at davischamberofcommerce.com.

Nov. 4, 8 a.m.-4 p.m.

"Introduction to Customer Service," a Salt Lake Community College Employee Development Workshop focusing on understanding and meeting a customer's needs and providing an exceptional experience for internal and external customers. Location is SLCC's Miller Campus in Sandy. Virtual participation is also available. Cost is \$300. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Nov. 4, noon-1 p.m.

Power Lunch, part of the Westminster College Speaker

see CALENDAR next page

Every day is a great day . . .

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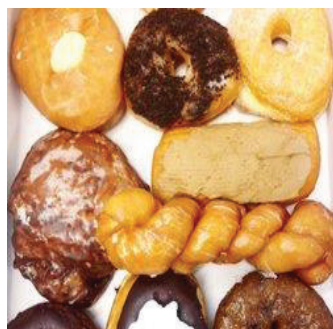
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from previous page

Series presented by the Women's Business Center of Utah, in partnership with the Bill and Vieve Gore School of Business. Speaker is Crystal Maggelet, CEO of FJ Management Inc. Event takes place online. Free. Registration can be completed at Eventbrite.com.

Nov. 4, noon-1 p.m.

Cybersecurity Leadership Council Fall Conference Workshop titled "If You Connect It, Protect It 2.0," a Salt Lake Chamber event. Event takes place online. Free. Details are at slchamber.com.

UPDATES

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POSTPONEMENTS

The **15th Annual Wasatch Front Materials Expo**, a Utah SAMPE Chapter event originally scheduled for March 25, will take place Nov. 16, 4-8 p.m., at Salt Lake Community College's Miller Campus, Karen G. Miller Conference Center, 9750 S. 300 W., Sandy. Free. Registration can be completed at Eventbrite.com.

The **South Salt Lake Chamber Annual Celebration**, originally scheduled for Sept. 2 at the Maverik Center in West Valley City, has been postponed to a date to be announced.

Business After Hours, a Salt Lake Chamber event, originally scheduled for March 19 and later rescheduled for Sept. 17 at the Utah Museum of Contemporary Art in Salt Lake City, has been rescheduled for spring 2021.

Annual Fall Business Conference, a ChamberWest event originally scheduled for Sept. 16, will take place Nov. 13, 7:15 a.m.-3 p.m., at the Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Details are at chamberwest.com.

"We Are Utah" Manufacturers Expo, a Utah Manufacturers Association event scheduled for Sept. 23, 1-8 p.m., at Mountain America Expo Center in Sandy, has been postponed until March 2021.

South Jordan Business and Entrepreneurial Summit and Expo, a South Jordan Chamber of Commerce event originally scheduled for April 29 and later rescheduled for Sept. 10 at the Karen Gail Miller Conference Center in Sandy, has been postponed until a date to be determined.

Nov. 4, 3:30-5 p.m.

"Business Connections and Networking Trivia," a ChamberWest event taking place online. Details are at chamberwest.com.

Nov. 5, 8-10 a.m.

"Dear Competitor: Everybody Who Is Anyone Knows Our Brand," part of the Business Recovery Series presented by Davis Technical College, in partnership with Davis County and the Davis Chamber of Commerce. In-person and virtual classes are available. In-person class location is the Business Resource Center, 450 Simmons Way, Kaysville. Cost for the series is \$150. Cost for individual classes is \$25. Details are at <http://davistech.edu/business-recovery>.

Business to Business Expo, a Davis Chamber of Commerce event originally scheduled for Aug. 27 at the Davis Conference Center in Layton, has been postponed until April 2021.

Utah Economic & Energy Summit is scheduled for Oct. 26, 8 a.m.-5 p.m. It is presented by the Utah Governor's Office of Energy Development, Governor's Office of Economic Development, World Trade Center Utah and the Salt Lake Chamber. The 14th Annual Utah Economic Summit was originally scheduled for June 18. The Ninth Annual Governor's Energy Summit was originally scheduled for May 18, then postponed until Oct. 21. Activities include morning and lunchtime plenary sessions, awards presentations, and morning and afternoon breakout sessions in three tracks: economic development, energy and global trade. Event also will highlight Gov. Gary Herbert's economic and energy accomplishments since 2009. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$180. Virtual admission is \$79. Details are at <https://utaheconomicsummit.com/>.

Utah Veteran Business Conference 2020, a Utah Veteran Owned Business Partnership event originally scheduled for May 8 at Salt Lake Community College's Miller Campus in Sandy, has been postponed until a date to be determined.

OTHER INFORMATION

Networking Luncheon, a Murray Area Chamber of Commerce event originally scheduled for Oct. 29, has been moved to Oct. 22, 11:30 a.m.-1 p.m. Location is Murray Park Pavilion, 296 E. Murray Park Ave., Murray. Cost is \$15. Details are at murraychamber.org.

Nov. 5, 6-8 p.m.

"Start Smart" Clinic, a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 6, 13

Government Affairs Boot Camp, a Salt Lake Chamber event designed for new and experienced government affairs professionals, company executives and public policy advocates to learn how to improve their effectiveness and understanding of advocating in the state of Utah. Activities are 8 a.m.-noon both days. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$500 for chamber members, \$750 for nonmembers. Details are at slchamber.com.

Nov. 9-11

Utah Life Sciences Summit, a BioUtah event that takes place online. Featured speakers are Paul Perreault, CEO and managing director, CSL Behring; Dr. Jeffrey Shuren, director of the Center for Devices and Radiological Health, U.S. Food and Drug Administration (FDA); and Dr. Peter Marks, director of the Center for Biologics Evaluation and Research at the FDA. Cost is \$300 for entire conference, \$150 for individual days. Registration can be completed at https://whova.com/portal/registration/ulss_202010/.

Nov. 9-13

"Utah STEM Fest's Virtual Week of STEM," hosted by the

Utah STEM Action Center and celebrating the integration of STEM education in Utah; sharing the impact that science, technology, engineering and mathematics has on the community; and inspiring people to make a difference in the future. Students, educators, and parents may participate by visiting utahstemfest.com during the week to engage in fun, educational activities and additional STEM-related content organized by the Utah STEM Action Center as well as local STEM organizations. Activities take place online. Details are at <https://utahstemfest.com/>.

Nov. 10, 8 a.m.-4 p.m.

"Leading People, Projects and Processes," part of the Salt Lake Community College Frontline Leader Workshop Series that will feature a review of key project management principles while learning processes for effective team leadership and how to communicate and set guidelines to track progress. Location is SLCC's Miller Campus in Sandy. Virtual participation is also available. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Nov. 10, 8 a.m.-3 p.m.

Women & Business Conference and Athena Awards Luncheon, presented by the Salt Lake Chamber and the Women's Business Center of Utah. Activities include presentations of the Athena Award and Pathfinder Awards. Location is

Grand America, 555 S. Main St., Salt Lake City. Cost is \$150 for in-person ticket, \$55 for virtual ticket. Details are at slchamber.com.

Nov. 10, 8:30 a.m.-1 p.m.

32nd annual Parsons Behle & Latimer Employment Law Seminar. Event takes place online. Details to be announced.

Nov. 11, 9 a.m.-4 p.m.

2020 UMA Manufacturing Conference, a Utah Manufacturers Association event with the theme "People, Process, Performance." Attendees will learn best practices in continuous improvement, sales and marketing, and developing high-performing teams from industry experts. Keynote speaker Don Rheem will discuss "The Science of Great Leadership: Your Employees are Your Most Valuable Asset; Let's Maximize Their Potential." Event also will feature awards presentations. Event takes place online. Cost is \$50 for UMA members, \$100 for nonmembers. Details are at <https://umaweb.org/2020conference/>.

Nov. 11, noon-1:15 p.m.

Fall Women's Leadership Forum, a Utah Women & Leadership Project event. Theme is "Feeling Like a Fraud: Navigating Perfectionism and Impostor Syndrome as Women." Panelists are Aimee Winder Newton, former 2020 candidate for Utah governor and currently

see CALENDAR page 14

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CALENDAR

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serving on the Salt Lake County Council; Ally Isom, chief strategy and marketing officer at Attostat; and Denise Linberg, former judge of the 3rd District Court of Utah. Event takes place online. Free. Registration can be completed at Eventbrite.com.

Nov. 11, noon-1 p.m.

Cybersecurity Leadership Council Fall Conference Workshop titled "Security Devices at Home and Work 2.0," a Salt Lake Chamber event. Event takes place online. Free. Details are at slchamber.com.

Nov. 12-13

2020 Executive Summit, a Utah Valley Chamber event featuring keynotes and rapid-fire updates from areas of vital importance to businesses and the community. Activities take place 9-11:30 a.m. each day. Event takes place online. Registration through Oct. 23 is \$245 for members, \$295 for nonmembers. Registration through Nov. 11 is \$275 for members, \$325 for nonmembers. Details are at thechamber.org.

Nov. 12-13, 8:30 a.m.-12:30 p.m.

31st Annual Employment Law Update Conference, an Employers Council event focusing on the biggest employment law developments of 2020. Event takes place online. Details and registration are available at www.employerscouncil.org.

Nov. 12, 8 a.m.-3 p.m.

Annual Women In Business Summit, a Davis Chamber of Commerce event. Location is Davis Conference Center, 1651 N. 700 W., Layton. Details are at davischamberofcommerce.com.

Nov. 13, 7:15 a.m.-3 p.m.

Annual Fall Business Conference, a ChamberWest event originally scheduled for Sept. 16 and featuring keynote presenters, breakout sessions, exhibitor tables and more. Location is the Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Details are at chamberwest.com.

Nov. 13, 7:45-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event. Location to be determined. Free for WIB members. Details are at ogdenweberchamber.com.

Nov. 13, 9-10:30 a.m.

Fall 2020 Nubiz Symposium, an Ogden-Weber Chamber of Commerce event that takes place online. Details to be announced.

Nov. 16, 4-8 p.m.

15th Annual Wasatch Front Materials Expo, a Utah SAMPE Chapter event originally scheduled for March 25. Location is Salt Lake Community College's Miller Campus, Karen G. Miller Conference Center, 9750 S. 300 W., Sandy. Free. Registration can be completed at Eventbrite.com.

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

"Leading People, Projects and Processes," part of the Salt Lake Community College Frontline Leader Workshop Series that will feature a review of key project management principles while learning processes for effective team leadership and how to communicate and set guidelines to track progress. Location is SLCC's Westpointe Campus in Salt Lake City. Virtual participation is also available. Cost is \$250. Details at <http://www.slcc.edu/workforce/courses/index.aspx>.

Nov. 17, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon, a Davis Chamber

of Commerce event. Location is Business Resource Center, 450 Simmons Way, Kaysville. Free. No RSVP required. Details are at davischamberofcommerce.com.

Nov. 17, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location to be determined. Cost is \$20 for members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

Nov. 18, 7:30-11 a.m.

"Leadership Development," part of the Fall 2020 Leadership Series presented by Davis Technical College's employer and continuing education team and Ames Leadership Institute and continuing through Jan. 27. Location is the Davis Technical College, Simmons Building, 450 Simmons Way, Kaysville. Cost is \$175 per class (Custom Fit cost is \$88), \$600 for a bundle of four classes (Custom Fit cost is \$300). Details are at davischamberofcommerce.com.

Nov. 18, noon-1 p.m.

Cybersecurity Leadership Council Fall Conference Workshop titled "Securing Internet-Connected Devices in Health Care

2.0," a Salt Lake Chamber event. Event takes place online. Free. Details are at slchamber.com.

Nov. 18, noon-1 p.m.

"Solve the Business Puzzle," a Women's Business Center of Utah event. Speaker Lynn Smargis of Write For You will discuss "Learn and Leverage LinkedIn." Event takes place online. Free. Details are at wbcutah.org.

Nov. 18, 3:30-5 p.m.

"Business Connections and Bowling," a ChamberWest event. Location is All-Star Bowling & Entertainment, 3601 S. 2700 W., Valley Fair Mall, West Valley City. Cost is \$15 for members, \$20 for nonmembers. Details are at chamberwest.com.

Nov. 19, 8-10 a.m.

"Dear Competitor: Our Website is Better Than Yours," part of the Business Recovery Series presented by Davis Technical College, in partnership with Davis County and the Davis Chamber of Commerce. In-person and virtual classes are available. In-person class loca-

see CALENDAR next page



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CALENDAR

from previous page

tion is the Business Resource Center, 450 Simmons Way, Kaysville. Cost for the series is \$150. Cost for individual classes is \$25. Details are at <http://dav-istech.edu/business-recovery>.

Nov. 19, 6-7 p.m.

Intellectual Property Clinic, a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

Nov. 25, 7:30-8:30 a.m.

Coffee Connection, a Holladay Chamber of Commerce event. Location is Kokopellis Koffee House, 3955 S. Highland Drive, Holladay. Details are at holladaychamber.com.

Nov. 25, noon-1 p.m.

Cybersecurity Leadership Council Fall Conference Workshop titled "The Future of Connected Devices 2.0," a Salt Lake Chamber event. Event takes place online. Free. Details are at slchamber.com.

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

Business Alliance Networking Luncheon, a Davis Chamber of Commerce event. Location is Business Resource Center, 450 Simmons Way, Kaysville. Free. No RSVP required. Details are at davischamberofcommerce.com.

Dec. 2, 8 a.m.-noon

"Leadership Secrets of Santa Claus," a Salt Lake Community College Employee Development workshop. Attendees will learn how Santa juggles employees, equipment, facilities, resources and production, with 10 practical strategies that can be used all year long. Location is Salt Lake Community College's Miller Campus in Sandy. Cost is \$150. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Dec. 2, 3:30-5 p.m.

"Business Connections and Networking Trivia," a ChamberWest event taking place online. Details are at chamberwest.com.

Dec. 3, 7:30-9 a.m.

Morning 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.

Dec. 3, 6-8 p.m.

"Start Smart" Clinic, a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Dec. 4, 11:30 a.m.-1 p.m.

"Best of Holladay" Lunch, a Holladay Chamber of Commerce event featuring the third annual awards ceremony and chamber holiday party. Location is Holladay City Hall, Big Cottonwood Room, 4580 S. 2300 E., Holladay. Details are at holladaychamber.com.

Dec. 4, 1:30-3:30 p.m.

Holiday Social, a South Jordan Chamber of Commerce event. Location is Market Street Grill, 10702 S. River Front Parkway, South Jordan. Details are at <https://www.southjordan-chamber.org/events>.

Dec. 8, 8 a.m.-4 p.m.

"Change Management for Managers," part of the Salt Lake Community College Frontline Leader Workshop Series. Attendees will gain tools to effectively plan for and manage the impact of change to their teams and organizations. Location is Salt Lake Community College's Miller Campus in Sandy. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Dec. 9, 7:30-11 a.m.

"Emotional Intelligence," part of the Fall 2020 Leadership Series presented by Davis Technical College's employer and continuing education team and Ames Leadership Institute and continuing through Jan. 27. Location is the Davis Technical College, Simmons Building, 450 Simmons Way, Kaysville. Cost is \$175 per class (Custom Fit cost is \$88), \$600 for a bundle of four classes (Custom Fit cost is \$300). Details are at davischamberofcommerce.com.

Dec. 9, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Trust Brands, 155 E. 31st St., Ogden. Free for chamber mem-



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bers and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

Location to be determined. Free for WIB members. Details are at ogdenweberchamber.com.

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

Annual Holiday Party and Networking Luncheon, a Davis Chamber of Commerce event. Location is Boondocks, 525 Deseret Drive, Kaysville. Cost is \$20 for members, \$30 for guests. Details are at davischamberofcommerce.com.

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

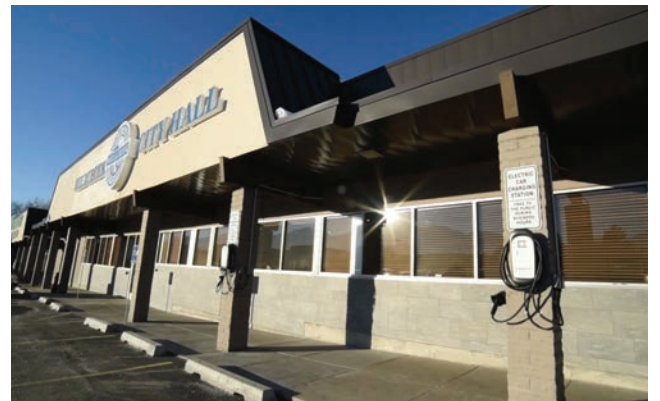
Women in Business Networking, an Ogden-Weber Chamber of Commerce event.

Dec. 15, 8 a.m.-4 p.m.

"Change Management for Managers," part of the Salt Lake Community College Frontline Leader Workshop Series. Attendees will gain tools to effectively plan for and manage the impact of change to their teams and organizations. Location is Salt Lake Community College's Westpointe Campus in Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

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