

Focus



TECHNOLOGY
PAGE 17

Sponsored by:

aeurbia
architects and engineers

Jobless rate dips back down in October, but beware November

After a brief uptick in September, Utah's jobless rate returned to 4.1 percent in October, but that number may be temporary, too. Officials are cautioning that the rate could jump when November's numbers are released in mid-December due to the large spike in COVID-19 cases during the month. Some businesses have again cut back operations to help stem the coronavirus curve.

The national unemployment rate for October was reported at 6.9 percent, down from September's 7.9 percent. Utah's September rate was 5 percent.

Utah's nonfarm payroll employment

for October was down by an estimated 0.5 percent from 12 months ago, with 8,400 fewer jobs since October 2019. Utah's current employment level stands at approximately 1,578,700.

"Utah continues pushing its job losses toward the point of net neutrality," said Mark Knold, chief economist at the Utah Department of Workforce Services. "Eliminating Utah's year-over job losses would be a milestone within the greater national pandemic's economic sphere. Not only would

see EMPLOYMENT page 5



A trio of skiers brace themselves for one of Solitude Mountain Resort's expert runs during a recent season. Although they are expecting reduced crowds, Utah's resorts are implementing safeguards to allow for skiers to enjoy a full 2019-2020 season.

Ski industry gearing up to stay open with new safety measures

Brice Wallace
The Enterprise

Snow. Slopes. Skis.

Those have been the key ingredients for Utah ski resorts' success in years past. This year, they're adding "safety."

The COVID-19 pandemic ended the 2019-20 ski season early, and Utah's 15 resorts have been planning and putting in place safeguards to ensure they can stay open — albeit with fewer patrons — during the upcoming season.

Nathan Rafferty, president and CEO of Ski Utah, said this is the most anticipated opening of a ski season that he can remember in his 24 years with Ski Utah.

"Our ski areas closed the weekend of March 14 last season, resulting in the longest off-season in the history of skiing in Utah," he said during a pre-season news conference. "The upside of that is that resorts started preparing for this ski season on Monday, March 16, so I think we're as prepared as any."

The resorts have made "Herculean efforts" and worked with the National Ski Areas Association to develop and implement best practices with the ongoing pandemic in mind.

Davy Ratchford, general manager at

see SKI SEASON page 14

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

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

"Change Management for Managers," part of the Salt Lake Community College Frontline Leader Workshop Series at SLCC's Miller Campus in Sandy.

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

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

Dec. 9, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event at Trust Brands in Ogden.

POSTPONEMENTS

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.

"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.

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.

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.

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.

see UPDATES page 22



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

Business leaders asking Utahns to go 'All In' in fight against COVID-19

Utah business leaders Dr. Marc Harrison, CEO of Intermountain Healthcare; Ryan Smith, CEO of software company Qualtrics and the new owner of the Utah Jazz; Gail Miller, chair of the Larry H. Miller Group of Cos.; and Keith McMullin, CEO of Deseret Management Corp., the business arm of The Church of Jesus Christ of Latter-day Saints — along with their respective organizations — have joined forces to address Utah's skyrocketing cases of COVID-19 and the subsequent pressure on the area's hospitals and health systems.

The community leaders unveiled a new public service and social media campaign called "All In" to address the need for Utahns to join together to reduce the spread of the virus. The leaders and their organizations are calling on all Utahns to unite to stop the spread of the virus within the state, which has broken records in recent weeks for the number of new cases diagnosed and volume of people hospitalized for the virus.

"The volume of COVID patients coming into Utah's hospitals simply isn't sustainable. Our caregivers have gone all in to care for our community, but they're feeling frustrated and exhausted," said Harrison. "We're imploring our Utah community to go all in with us by masking, social distancing, and limiting social gatherings. We're confident that we can pull together to prevent these hospitalizations and deaths."

"Right now, we need to be all in," said Smith. "Utah businesses are the best in the world because we get things done. This is a critical time for us to come together and be all in on slowing the spread of COVID so we can protect our families, neighbors and caregivers."

"We are counting on everyone to be mindful of the need for unity and support in following suggested health measures as we move into this holiday season. It's important to remember why we are doing this — to stay safe and healthy," said Miller. "We can do this. We're all in. Are you?"

"This is a crucial moment for all Utahns. Today, tomorrow, next week, we need to make choices so we can reduce the spread of this virus," said McMullin. "Let's be diligent about wearing a mask, staying physically apart and limiting the size of our social gatherings."

Simplus aligns with Salesforce to launch vaccine management system

Simplus, a business management software company based in Salt Lake City, is collaborating with customer relations management company Salesforce to launch a cloud solution for the management of vaccine administration. The project is in anticipation of the massive effort expected soon to vaccinate for the COVID-19 virus.

The solution is built on the Salesforce platform and dubbed Salesforce Work for Vaccines. Combining Simplus' resources and capabilities with Salesforce's consulting and product expertise, the companies have created an end-to-end vaccine management solution to help support the federal government's mandate for states to be ready to distribute a coronavirus vaccine.

The platform covers a broad spectrum of vaccine management, including campaign management, citizen registration, prioritization, provider enrollment, supply chain visibility, forecasting, vaccine administration, wellness surveys and adverse event monitoring. The solution is integrated with Salesforce Health Cloud that can help support compliance with applicable laws, such as HIPAA. Within this solution are two communities: one for residents and one for providers. The resident community is the one-stop-shop for individuals to find

information, register with state and local governments and schedule vaccine appointments. The provider community is the central hub for providers. Providers may, for example, apply to become a COVID-19 vaccine provider, manage appointments, maintain inventory, log vaccine administration details and document adverse effects.

"As we work toward a global solution during the pandemic, the importance of a robust vaccine management solution cannot be overstated," said Ryan Westwood, CEO of Simplus. "We are thrilled to bring life-changing solutions to protect our communities."

Westwood said another benefit is the innovation team's agile approach considering the parameters of the disease management are not yet known. Variables such as dosage frequency and vulnerable populations in geographies can be considered alongside other variables such as testing strategy and asymptomatic transmission. Vaccine management is tightly coupled with an effective containment strategy. Being able to act in concert with a widespread testing and containment strategy will be instrumental to the solution realizing its full potential, he said.

ATS releases EPA List N-approved COVID-19-effective disinfectant

ATS, a Midvale-based chemical provider for the oil and gas and water-treatment industries, has announced that its SurfaceReady cleaning product is now registered in the state of Utah and approved for disinfecting surfaces. SurfaceReady was recently registered by the EPA and added to its List N of products approved to kill viral emerging pathogens such as SARS-CoV-2, the virus responsible for the COVID-19 pandemic.

ATS's cleaner is free of quaternary ammonium compounds that are corrosive and can cause burns to the skin and the mucous membranes, the company said. The product also leaves no residue.

"We are proud to release SurfaceReady when Utah is in most need of a solution to kill the coronavirus," said Richard Allred, CEO of ATS. "ATS is at the ready to help fight this pandemic within our state and beyond as we continue to bring to the market high-quality disinfecting products we can live with long term."

SurfaceReady is EPA-approved for use in residential areas, medical facilities, schools and school buses, restaurants, office buildings, manufacturing plants and more.

Health insurers begin refunding premiums during COVID pandemic

The global coronavirus pandemic has caused many Utahns — and people nationwide — to postpone medical procedures, particularly elective surgeries. Although some of the delays are caused by hospital's limiting such medical services, many are the result of people simply not wanting to go to medical facilities with the possibility of being exposed to the COVID-19 virus.

As a result, many Utahns are getting partial refunds of their healthcare insurance premiums, much the same way that automobile owners received premium rebates earlier this year. The insurers simple aren't being asked to pay the number of claims they would in a normal year. Under provisions of the Affordable Care Act, which now governs most healthcare insurance operations, providers are required to spend between 80 percent and 85 percent of premiums collected on patient care. Therefore, with fewer claims, the insurance companies are building up unspent reserves that are now being refunded to their insured customers.

The Centers for Disease Control estimates that 41

percent of American adults have avoided medical care "because of concerns about COVID-19."

The downside to the current refund situation will come when the pandemic eases or ends. When that happens, it is likely that "pent-up" demand for medical procedures will cause a greater demand that will require premiums to go back up.

According to data from the U.S. Department of Health, insurance companies are rebating almost \$2.5 billion this year. Nationally, the average amount coming back to the insured person is \$219. In Utah, the average is \$136 per person.

Children's museum receives grants to aid with recovering from virus

Discovery Gateway Children's Museum in Salt Lake City has received two grants to help it recover from COVID-19-caused problems. The museum said the money will help revitalize the public atrium and make improvements to the guest experience.

A grant from the Salt Lake County Community Partners provides \$121,611 to help museum operators create a touchless facility and accessibility by updating drinking fountains, e-memberships and ADA doors.

The second grant is from Utah Division Arts and Museums' Create in Utah Grant Phase II. It provides \$311,500 to promote tourism and travel and COVID-19 relief.

Discovery Gateway plans to remodel its lower public atrium, providing access to all and to generate local excitement as well as drive tourists to Salt Lake City's newly revitalized Gateway Center area downtown, a museum release said. It will work with local artists to create a unique experience within the public atrium to inspire visitors and draw them into the museum while visiting The Gateway.

Positive cases low as colleges begin soon-to-be-mandated testing

Most of Utah's colleges and universities have begun weekly COVID-19 testing in preparation for state-wide mandated testing that will begin in January. The first rounds of rapid antigen testing have shown relatively low positivity rates. Earlier this month, Gov. Gary Herbert issued an order that will require all Utah college students who live on campus or take at least one class on campus to undergo weekly testing starting in January.

The rapid antigen test can produce results within 15 minutes. It requires a swab of a lower nostril, which is applied to a test card, roughly the size of a credit card, that can detect the presence of proteins found on or within the novel coronavirus. People who test positive are advised to confirm the test result with a polymerase chain reaction or PCR test, which are considered to be highly accurate.

Brigham Young University completed its first day of rapid antigen testing two weeks ago, testing 2,218 students with a 1.35 percent positivity rate. BYU spokeswoman Carri Jenkins said the university had expected to test more than 6,000 students before Thanksgiving.

The University of Utah's goal was to test 32,000 students before Thanksgiving break. The school's first round of testing included 4,867 students with a positivity rate just under 2 percent.

Most of the state's institutes of higher learning expected to have started testing by last week. Students on residential campuses such as the University of Utah and Utah State University who test positive are asked to isolate following positive test results. If they elected to do that on campus, they were provided food service over the holiday break.

GOED & EDCUtah lagging in 'project wins,' new jobs near year's halfway mark

Brice Wallace
The Enterprise

Add to the list of business activities hampered by the COVID-19 pandemic the corporate recruitment efforts of the state and the Economic Development Corporation of Utah (EDCUtah).

Both the Governor's Office of Economic Development (GOED) and EDCUtah are nearing the halfway point of their fiscal years, which is Dec. 31, lagging in project "wins" and the number of jobs tied to those wins, compared to a year earlier.

The GOED board was told at its November meeting that new or retained jobs projected from seven state-incentivized projects approved during the first five

months of the current fiscal year totaled 1,062.

"Quite a dip from where we've been historically," Thomas Wadsworth, GOED associate managing director, told the board. "It's been somewhat of a down year for us in terms of job creation."

At the end of the prior fiscal year's first half, GOED-incentivized projects were expected to create 7,112 jobs. GOED was on its way to a record fiscal year, with 21 projects expected to create 13,364 jobs over the next five to 10 years.

Other GOED stats likewise have slipped. The year-to-date figures last December showed that that recruitment and retention projects should generate \$4 billion in wages, \$228 million in

capital investment and \$232 million in new state tax revenue. This fiscal year's first-half projects, with a month to go, show only about \$400 million in wages, \$100 million in capital investment and \$60 million in new state tax revenue.

As for EDCUtah, at the halfway point of the past fiscal year, its projects were expected to create or retain 8,496 jobs, on its way to a total of 13,489 for the full year. This year, with just one month left to go in the current fiscal year's first half, the organization's new-or-retained-jobs figure is 2,153.

Other EDCUtah stats shrinking from earlier are project wins, 11 so far this year, compared to 32 for the full 2019-20 fiscal year; capital investment, \$197 million, down from \$1.2 billion for the

full prior year; and project square footage, 942,000, down from 3.1 million for the full prior year.

Still, Wadsworth expressed optimism that GOED numbers will improve in the second half of the fiscal year.

"I think ... with the increased certainty that will come as elections are finalized and as things like that start to sure up, it'll be interesting to see what happens in the beginning of 2021 as we move into the 'new normal' and see confidence levels rising in businesses," he said. "We're hoping to catch up in the second half of the year to make up some ground for what we've lost here in the first half."

For EDCUtah, new project "starts" totaled 13 in October, down from 24 for that month a year ago.

"October was a monster month for us last year; it was a pretty average month for us this year, but average is actually quite good these days," Theresa Foxley, president and CEO of EDCUtah told the GOED board.

Of the organization's 91 "active" projects, 47 are associated with manufacturing, which is way above the historical trends. Foxley attributed the manufacturing growth to COVID-caused supply chain interruptions being addressed through site selection and companies building resiliency by adding manufacturing locations.

"We are approaching very quickly the number of active projects that we had under management prior to the pandemic," Fox-

ley said of the 91 figure. "So the pipeline is growing, it's regenerating and it's regenerating in such an interesting way there, with 47 of those projects that we have under management being tied to the manufacturing sector."

In the spring, EDCUtah had about 110 projects. Now it's down to about 80. It's watching carefully to see if a dip like the one in the spring, when COVID starting affecting the economy, repeats itself with a virus surge.

"As of the last few weeks and months, it has not," Foxley told the GOED board. "Companies seem to have been able to figure out administratively how they were going to manage projects, they were reengaging, they were realizing that this pandemic was a new risk that they needed to deal with — albeit one they were hopeful, I think, that there would be some end in sight with vaccines, therapeutics and rapid testing."

Foxley said EDCUtah is committed to "reevaluate things on a week-by-week basis if we need to, as we were doing in the early stages of this pandemic."

Smith to head Savory Management Group

Savory Management Group, a Lehi-based restaurant investment fund, has named Shauna Smith as its new CEO. Smith, a food and beverage industry veteran, moves up from her previous positions as president of Savory.

Savory Management is a portfolio company of Mercato Partners of Cottonwood Heights. The \$100 million fund invests in up-and-coming restaurant concepts and provides access to capital along with a team of experienced industry professionals to propel growth and operations, the company said in a release.

Prior to Savory, Smith co-

founded Four Foods Group, a multi-brand restaurant operations and investment company that built and operated 170 restaurants across the U.S. Under her guidance, Four Foods was an eight-time honoree of the Inc. 500 listing.

"Shauna is an incredibly talented and respected leader with a proven track record of success across a variety of restaurant brands and businesses," said Greg Warnock, co-founder and managing director of Savory. "She has continued that success at Savory as the fund has closed new deals

and substantially grown the footprint and revenue of its current portfolio companies, even amidst the pandemic. We're thrilled to have her leading the Savory Management value-add team into its extraordinarily bright future."

"I am beyond excited to continue to lead and grow Savory's unmatched team of industry experts and brands from this new position," said Smith. "Our brands continue to innovate and thrive despite the challenges that the restaurant industry is facing across the country, and I owe that success to my team's determination and expertise."

FRAMING ESTABLISHMENT

Murray 801.265.3500 South Jordan 801.253.3463

Custom Framing
Design
Delivery + Install
Custom Mirrors
Framed Art
Ready Made Frames
Photo Frames
Printing
Art Sourcing

www.framingestablishment.com

The Enterprise

UTAH'S BUSINESS JOURNAL

USPS # 891-300

Published weekly by:

Enterprise Newspaper Group
825 North 300 West Ste. NE220
Salt Lake City, Utah 84103
801-533-0556 FAX 801-533-0684
www.slenterprise.com

PUBLISHER & EDITOR
R. George Gregersen

PRESIDENT
David G. Gregersen
david@slenterprise.com

VP/GENERAL SALES MANAGER
Dale Dimond
dale@slenterprise.com

MANAGING EDITOR
John M. Rogers
john@slenterprise.com

CONTROLLER
Richard Taylor
richard@slenterprise.com

OFFICE MANAGER
Dionne Halverson
dionne@slenterprise.com

CLASSIFIED DISPLAY
david@slenterprise.com

CIRCULATION
Dionne Halverson
dionne@slenterprise.com

LIST DEVELOPMENT
lists@slenterprise.com

ADVERTISING INQUIRIES
david@slenterprise.com

TO CONTACT NEWSROOM
john@slenterprise.com

ART SUBMISSIONS
art@slenterprise.com

Subscription Rates:
Online only, \$65 per year
Print only, \$75 per year
Online and Print, \$85 per year

Any opinions expressed by the columnists are not necessarily the opinions or policy of Enterprise, its owners or managers. Reproduction or use of contents without written consent of the publisher is prohibited. All rights reserved.

© 2020 Enterprise Newspaper Group Inc.
Periodical postage paid at Salt Lake City, Utah
POSTMASTER: Send address corrections to:
P.O. Box 11778, Downtown Station
Salt Lake City, Utah 84147

S.L. Chamber names Athena Award winner, six Pathfinder awardees

Molly Mazzolini, partner and director of brand integration at Infinite Scale, received the Salt Lake Chamber's Athena Leadership Award at the recent 2020 Women & Business Conference.

The award is presented annually to an active member who



Molly Mazzolini

demonstrates creativity and initiative in business, provides valuable service by devoting time and energy to improve the quality of life for others in the community, and assists women in reaching their full leadership potential, the chamber said.

At the same event, six women were recognized with Path-

finder Awards, which recognize community leaders for their work to "create new paths," and promote the development and recognition of women in business. Recipients are Allyson Bell, Silvia Castro, Darla Gill, Beth Holbrook, Abby Murtagh and Heidi D. Ruster.

The Athena winner, Mazzolini is Infinite Scale's strategic branding expert, responsible for promoting not only the Infinite Scale brand, but also the multifaceted brands of its clients. Mazzolini also specializes in sponsor platforms, public relations and sports marketing. Her experience includes: the University of Utah Athletics Department (Rice-Eccles Stadium treatments), Brigham Young University Legacy Hall (Hall of Fame), Super Bowl XXXIX-XLIII (look and decor) and the

2002 Olympic Winter Games (sponsor integration and brand management).

Mazzolini graduated with a bachelor of arts degree in communication from Loyola University and a Master of Professional Communication from Westminster College.

Bell is chief of staff at the office of U.S. Sen. Mike Lee. She has served as a chief adviser to Lee since his swearing-in in 2011. In her current role as chief of staff, Bell oversees all aspects of the senator's official activities — from the legislative agenda and external relations to staff and constituent outreach activities.

For more than three decades, Bell been involved in a multitude of roles in government service, political campaigns and public policy ini-

tiatives. Previously, she was a successful business owner, providing public affairs, strategic consulting and event management services to corporations, government agencies, nonprofit groups and political campaigns. She has repeatedly been tapped by clients to oversee all aspects of major projects and events, such as the State of Utah's Hosting Program for the 2002 Winter Olympics in Salt Lake City and the National Governors Association's 2011 annual meeting.

Castro is executive director of the Suazo Business Center, a nonprofit dedicated to the economic empowerment of the minority community. In the past fiscal year, the organization served more than 2,600 clients.

Castro has over 20 years of experience working with enterprises and organizations of all sizes, including government under Gov. Jon Huntsman Jr. and Salt Lake City Mayor Jackie Biskupski. She holds an MBA with an emphasis in international business from the University of Utah and a BA degree in international business from Westminster College.

Gill is a co-founder of Merit Medical Systems and now serves as ambassador for the company, representing Merit in several community, philanthropic and scientific organizations. Since 1988, she has served as Merit's executive vice president of marketing and sales in a variety of capacities, as well as a director on the company's board.

In 2006, Gill was appointed executive vice president of human resources and organizational development, and from 2007-09, she was executive vice president of marketing. From 2009-18, she was president of Merit Endotek. She has a degree in business administration and is an inventor on several medical device patents.

Holbrook is a member of the Board of Trustees of the Utah Transit Authority. Her career started in the financial sector, then she established a real estate firm and went back into the financial sector, working in business development. She then went to work in the public sector for a private company.

Holbrook was first elected to the Bountiful City Council in 2007. She is a former president of the Utah League of Cities and Towns. Since being appointed to the UTA Board of Trustees, Holbrook has worked to increase community engagement



Allyson Bell



Silvia Castro



Darla Gill



Beth Holbrook



Abby Murtagh



Heidi Ruster

throughout Davis, Weber and Box Elder counties. She serves on the Economic Development Corporation of Utah, Envision Utah, the Utah Association of Special Districts Boards and the Housing Commission. Holbrook earned a political science degree from the University of Utah.

Murtagh is general manager of the Hilton Salt Lake City Center. She has spent her entire career in the hospitality industry, beginning with an entrepreneurial catering service in her small home town of Dover, Pennsylvania, and progressing to resident manager of the Waldorf Astoria New York before arriving at the Hilton Salt Lake City Center. Murtagh received her bachelor of science degree from the Cornell University School of Hotel Administration. She currently serves as board chair of the Salt Lake City Downtown Alliance and as secretary/treasurer of Visit Salt Lake.

Ruster is regional CEO for the American Red Cross' Utah/Nevada region. She has been active with the Red Cross since 1992 as a volunteer and employee and has engaged in several other nonprofits throughout the country. She served in the Navy and grew up living many years in Europe and throughout the U.S. with her father in the U.S. Air Force and husband in the U.S. Navy.

Ruster is actively engaged with Rotary SLC and volunteers as a tutor at Franklin Elementary and adaptive ski volunteer with the National Ability Center. Ruster earned her MPA at Bowie State University and BS t the University of Maryland.

HOGAN AND ASSOCIATES CONSTRUCTION



WE ARE A FULL-SERVICE CM/GC!

HOGAN PROVIDES A BETTER "BALANCE" BETWEEN CONSTRUCTION MANAGEMENT AND GENERAL CONTRACTING WHICH SAVES MONEY AND TIME, AND PROVIDES HIGHER QUALITY.

PRE-CONSTRUCTION PHASE

With our ability to self-perform up to 50% of a project with our crews and equipment, we use more planning technologies and methods than any other firm in Utah. Our preparation and design assistance is performed by field-experienced professionals to ensure a successful project.

CONSTRUCTION PHASE

The quality of a building is the direct result of the people who build it. Utilizing our in-house workforce to supplement underperforming subcontracting crews or to execute the work ourselves means projects can be built faster, with higher efficiency, and more cost-effectively.



CONTACT US: 801-951-7000 / WWW.HOGANCONSTRUCTION.COM

WTCUtah forms division to help with global trade

Utah companies looking to grow through international trade can now get broader assistance from World Trade Center Utah.

The organization has always provided businesses with consultations, data-driven insights and grant funding. Now, through its new Global Business Services Division, its offerings include market research, strategy development, translation, logistics, freight forwarding, global matchmaking and more.

"The goal is to catalyze growth for Utah businesses while also mitigating risk," said Aaron Starks, vice president of global business services for WTC Utah and who is leading the organization's business consulting and development services.

"Businesses that engage globally grow much faster and are far more resilient than those that don't. Going global without strong support and experience in place can diminish expected returns, exhaust company resources and leave you with a sour taste in your mouth. We have the resources for Utah companies to identify global opportunities, develop a strategy to take advantage of those opportunities and then to compete and win in the global marketplace."

WTC Utah assesses a company's preparation, strategy and capabilities before an investment is made. After providing data and information to help shape and inform a company's decision, WTC Utah can provide services to develop a company's website, refine their marketing strategy, move product and become legally compliant. The organization also administers public and private grant programs that are designed to catalyze global growth for small Utah businesses, especially those in rural Utah and the state's multicultural communities.

While many of these services will be facilitated by the WTC Utah team, the organization is partnering with specialists in the community to offer a wide range of expertise and experiences. "We have expanded opportunities to create value by engaging our partners who have graciously agreed to advocate for our companies going global," said Starks.

One such partner is Air & Sea International, a transportation company in Murray. Founded in 1985, the company is a U.S. non-asset-based independent freight forwarder that specializes in export and import

shipments.

"Air & Sea International is excited to build on our partnership with WTC Utah to provide world-class international logistics and consulting services," said Jason Fowler, president of Air & Sea International, Freightlink and Intermountain CHB. "We share WTC Utah's vision of empowering, attracting and mobilizing international business in Utah, and through this partnership we can continue to help customers navigate through the current global transportation market and reach their international sales goals."

Statistics indicate that businesses that export grow faster during economic expansions and are far more resilient during economic downturns. The U.S. International Trade Commission reported that during the 2008-2009 financial crisis, small and medium-sized businesses that exported had more than twice the total revenue of their non-exporting counterparts. These exporters had revenue growth of 37 percent between 2005 and 2009, while total revenue declined by 7 percent for non-exporting businesses over the same period.

International trade and investment now support nearly one in every four jobs in Utah, with small businesses accounting for 85 percent of Utah's exporters. Last year, international sales added nearly \$5 billion in additional revenue for these small business exporters, and Utah's export growth rate has led the nation for the past two years.

Despite the pandemic's unprecedented global economic disruption — or perhaps because of the opportunities hidden within the crisis — Utah's path to economic recovery and revitalization runs directly through global markets, just as it did a decade ago, according to WTC Utah.

"This is a really exciting time for Utah companies ready to go global," Starks said. "Through our Global Business Services, we can partner with any company at any stage and provide the consultative services they need to generate revenue and create jobs for Utah's economy. Our tendency to think global, work together and lead-out is the recipe to our secret sauce."

Utah companies ready to go global for their first time or expand their current international efforts can learn more at wtcutah.com/GBS and contact us WTC Utah at info@wtcutah.com.

EMPLOYMENT from page 1

it be the launching point from which Utah's economy will once again grow, but it would mark Utah as one of the first states to regain economic expansion."

Utah's October private-sec-

tor employment recorded a year-over-year decline of 0.6 percent, an improvement above September's revised minus 0.9 percent deficit. Half of Utah's 10 private-sector major industry groups posted net year-over-year job gains. These are trade, transportation and utilities (10,500 jobs); construction (5,100 jobs); financial activities (3,000 jobs); other services

(2,700 jobs); and manufacturing (1,300 jobs). Five industry groups remain with year-over-year employment declines. These include leisure and hospitality services (down 21,700 jobs), professional and business services (down 4,100 jobs), information (down 2,100 jobs), education and health services (down 2,000 jobs) and mining (down 1,100 jobs).



GENERAL CONTRACTORS
HUGHES
EST. 1958

OFFICES IN
ST. GEORGE, SALT LAKE,
AND CEDAR CITY

801.292.1411
HUGHESGC.COM

YouTube Twitter Instagram Facebook

THINGS WITH FEWER YEARS OF SERVICE THAN FABIAN VANCOTT:

From Harold Fabian's efforts founding Dead Horse Point to extensive community service and pro bono work, we've been making Utah a better place for 100 years—or since before sliced bread became toast on countertops across America.

fabianvancott.com

Fabian VanCott



Pop-Up Toaster: Charles Strite, 1921

CORPORATE FINANCIAL REPORTS

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

Varex

Varex Imaging Corp., based in Salt Lake City, reported a net loss of \$25.6 million, or 66 cents per share, for the fiscal fourth quarter ended Oct. 2. That compares with net income of \$8.1 million, or 21 cents per share, for the same quarter a year earlier.

Revenues in the most recent quarter totaled \$170 million, down from \$202.4 million in the year-earlier quarter.

For the full fiscal year, the company reported a net loss of \$57.1 million, or \$1.47 per share. That compares with net income of \$15.5 million, or 40 cents per share, for the prior fiscal year.

Revenue in the most recent fiscal year was \$738 million, down from \$780.6 million in the prior fiscal year.

Varex designs and manufactures X-ray imaging components, which include X-ray tubes, digital detectors and other image processing solutions that are key components of X-ray imaging systems. Its products are used in medical imaging as well as in industrial and security imaging applications. It has about 2,000 employees in North America, Europe and Asia.

"Revenues for the fourth quarter of fiscal year 2020 exceeded expectations and were comparable to the third quarter of fiscal year 2020," Sunny Sanyal, CEO, said in announcing the results. "Strong sales of our CT tubes were partially offset by continued decline in sales for other medical and industrial products. Gross margin for the quarter improved sequentially from the third quarter due to a slight improvement in product mix and the start of cost-reduction actions implemented late in the third quarter and during the fourth quarter."

Sanyal said the fourth-quarter results indicate that the

impact of COVID on the company's business "has started to stabilize, while the timing and pace of sales recovery continues to remain uncertain. Nonetheless, we expect to see increasing benefit from the closure of our Santa Clara (California) facility and other cost reduction actions on our profitability over the next two quarters."

Security National Financial

Security National Financial Corp., based in Salt Lake City, reported after-tax earnings from operations of \$29.3 million, or \$1.51 per share, for the quarter ended Sept. 30. That compares with \$3.6 million, or 19 cents per share, for the same quarter a year earlier.

Revenues in the most recent quarter totaled \$146.2 million, up from \$75.4 million in the year-earlier period.

The company has three business segments: life insurance, cemeteries/mortuaries and mortgages.

"For the quarter, revenues increased 94 percent, profitability increased 700 percent, and [year-to-date] we have a 26 percent return on equity," Scott M. Quist, president, said in announcing the results.

"I believe our third quarter is the best operational third quarter ever for each of our business segments. Those are spectacular results that have been delivered in difficult circumstances. I applaud the efforts of all our teams in their considerable accomplishment. Every business segment delivered impressive results."

Co-Diagnostics

Co-Diagnostics Inc., based in Salt Lake City, reported net income of \$15.7 million, or 53 cents per share, for the third quarter ended Sept. 30. That compares with a loss of \$1.7 million, or 10 cents per share, for the same quarter a year earlier.

Revenue in the most recent

quarter totaled \$21.8 million, up from \$41,434 for the year-earlier quarter.

Co-Diagnostics develops, manufactures and markets a new diagnostics technology.

"Co-Diagnostics continues to see widespread uptake of our COVID-19 test domestically and abroad, and we believe our customer and distributor bases are laying the foundation for a strong future," Dwight Egan, CEO, said in announcing the results.

"Development projects both completed and ongoing have helped position Co-Diagnostics as a key player in the battle against the coronavirus pandemic, including receipt today of two important CE markings that will allow our ABC and COVID-19 2-gene tests to be sold as in vitro diagnostics in areas that accept CE markings as valid regulatory approval.

"The strength and flexibility of our technology platform as illustrated by our enhanced patent protection and successful proof of concept in extraction-free COVID-19 tests underscore our core competency as a forward-looking technology company with an expanding menu of critical diagnostic tools."

Reflect Scientific

Reflect Scientific Inc., based in Orem, reported net income of \$120,000, or zero cents per share, for the third quarter ended Sept. 30. That compares with \$1,521, or zero cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$610,155, up from \$366,431 for the year-earlier quarter.

Reflect Scientific develops and markets technologies in cryogenic cooling for the biotechnology, pharmaceutical, medical and transportation markets. Among its products are low-temperature freezers and refrigerated systems for laboratory, transportation and computer server room uses.

"Continued strong interest in the Cryometrix ultralow-temperature freezers and solvent chillers has driven our successful third-quarter revenues," Kim Boyce, CEO, said in announcing the results.

"My expectation is that the market conditions fueling our sales will prevail well into the foreseeable future. The emergence of mRNA vaccines like COVID-19, therapeutic protein drugs and other biologicals requiring ultra-cold conditions for processing, storage or transportation will serve to create a solid revenue stream for the Cryometrix ultracold refrigeration solutions."

UoU organizations join to launch accelerator to push therapeutics to market

A new University of Utah initiative aims to speed the process of bringing lifesaving medical discoveries made in UofU laboratories to new drugs and therapies for patients.

The University of Utah Therapeutics Accelerator Hub, also known as U2TAH or the Accelerator, will provide resources and expertise to researchers to support the process of translating research discoveries into innovative clinical applications.

The Accelerator is the result of a partnership among the university's Huntsman Cancer Institute (HCI), College of Pharmacy and the Partners for Innovation, Ventures, Outreach & Technology (PIVOT) Center. It will be operated by the PIVOT Center, providing the resources needed to develop university-based therapeutic technologies and bring them into the clinic.

"Utah is a world leader in medical research discoveries that make a major difference in the lives of patients," said Mary Beckerle, CEO of HCI. "Utah has incredible assets in terms of scientific expertise and a commitment to improving human health. With this new Accelerator, we will advance progress in the translation of scientific discoveries into lifesaving medical treatments."

The Accelerator seeks to remove hurdles that often hinder the process of translating laboratory discoveries into new drugs for patients. Federal government and private industry research often supports discovery research done in a lab and clinical research that tests whether new medicines effectively treat patients. However, between the discovery research and clinical research phases, a process called preclinical development must occur, wherein drug candidates are refined and tested for safety.

Relatively little funding exists to support the process of preclinical development, so at many universities, promising new drug candidates languish after discovery and are never advanced to human testing. The Accelerator will work to provide the vital preclinical development expertise to help bridge the gap between laboratory discoveries and clinical research.

The Accelerator will start with a \$22.5 million investment from HCI and the College of Pharmacy. The Accelerator will

link UofU scientists with internal and external resources and expertise to assist their work in order to speed the process of bringing new lifesaving drugs to patients. The PIVOT Center will manage the process of bringing new discoveries to market through partnerships, licensing, start-up companies and other strategic efforts.

Although cancer treatments are expected to be of great interest to the Accelerator, all disease areas are eligible for support through this endeavor.

"Utah has an impressive tradition of innovation and fundamental discovery in biomedical research," said Randall Peterson, dean of the College of Pharmacy. "The establishment of U2TAH will ensure that more of these innovative discoveries receive the attention and resources needed to transform them into lifesaving medicines."

The Accelerator will begin its work immediately.

David Bearss will lead the Accelerator as senior managing director, and an external advisory board led by industry experts will be established in the coming weeks.

During his career, Bearss has managed research teams to bring 16 new drugs to clinical-stage testing, several of which went on to become approved drugs. Bearss has held multiple roles in pharmaceutical development, including as co-founder and CEO of Tolero Pharmaceuticals and SuperGen, and as chief scientific officer and global head of research of Sumitomo Dainippon Pharma Oncology.

Bearss previously served as co-director of the Center for Investigational Therapeutics at HCI, associate professor of oncological sciences at the University of Utah, and associate professor of physiology and developmental biology at Brigham Young University. Bearss has more than 50 patents issued or pending.

"The commitment to establish and invest in the Accelerator demonstrates how the U is building on its legacy of therapeutic discovery and research to focus on driving translational medical breakthroughs," said Andrew Weyrich, vice president for research at the UofU. "Through these efforts, the U is making a deep cross-campus commitment to bridge discoveries into life-changing treatments for patients."



Some things you just
don't share.

Your *Enterprise* is one of them.

Stop sharing TODAY and call for
your special discount offer!

Call
801-533-0556
today!

 **Enterprise**
UTAH'S BUSINESS JOURNAL

Innovate Utah

NEW IDEAS, PRODUCTS AND SERVICES FROM UTAH COMPANIES



Grōv Technologies of Vineyard has introduced its newest innovation in controlled environment agriculture (CEA). The company's Olympus Tower Farm is an automated indoor growing system for commercial-scale production of fresh animal feed, helping dairy and beef producers become more sustainable and economically viable.

Grōv's team of botanists, animal nutritionists and engineers have developed technology-based growing protocols for Olympus that produces high-density nutrient (HDN) feed that

GRōV™

in trials has shown to provide health benefits for the animals and improved feed-to-yield efficiency.

Taking up only 857 square feet of space, one Olympus Tower can produce from 5,000 to 6,000 pounds of sprouted wheat and barley grass per day using less than 5 percent of the water of conventional farming and replacing between 35 and 50 acres of traditional farmland. Olympus requires minimal labor by leveraging proprietary, robotic seed-to-harvest technology, the company said. Plant growth is constantly analyzed with data collected from integrated tower sensors and testing performed by Grōv's scientists to adjust and optimize tower performance, yield and nutrition.

"Increased consumer demand for traceable, local food and the agricultural risks associated with climate change have made it essential for farmers to adopt sustainable technologies," said Steve Lindsley, president of Grōv Technologies. "We believe Olympus holds the promise to help operators meet the challenges they face today. Implementing Grōv technology and science has proven to grow a more nutritious feed and sustainably produced foods, while improving long-term economic viability for farmers."

As part of its pilot program, Grōv partnered with Utah's largest dairy operation, Bateman Mosida Farms, to implement Olympus Towers and build the world's first commercial-scale CEA feed center.

Lehi-based **DigiCert**, an Internet security provider, has launched its **Enterprise PKI Manager**. The new solution provides security for today's increasingly remote workforces via certificate automation to authenticate employees and their devices. Advisory firm Gartner reports that 74 percent of CFOs are looking to shift some

digicert®

employees to permanent remote work requiring digital certificates for remote security. "Enterprise PKI Manager offers the smart automation and integration capabilities enterprise organizations need to safely support workers wherever they choose to connect to the network," said **Brian Trzupek**, DigiCert senior vice president of product. "Customizable and com-

patible with a variety of mobile device management solutions, Enterprise PKI Manager enables our customers to manage their remote workforce and devices from one PKI system to better protect users and their devices and applications that they rely upon."

Salt Lake City tech company **Impact Collective** has released a new program dedicated to employee well-being. Since 2013, Impact Collective has been developing mobile apps that provide tools, education, and community to those suffering from mental health and addiction. **Impact Suite**, its newest offering, includes four completely anonymous mental health, wellness

IMPACTSUITE

and recovery-based apps for a comprehensive approach to employee care. **Clay Olsen**, CEO of Impact Collective, said, "Addiction and mental health issues are at an all-time high, impacting one in three Americans—that means your employees. That impact negatively affects their ability to work and ultimately costs your organization money. But there are scenarios where everybody wins." He continued, "We're committed to providing accessible, anonymous resources during these most challenging times, so your employees can move forward in their lives."

Provo's experience management company **Qualtrics** has announced its new **Qualtrics XM for Suppliers**, a new solution that empowers organizations to identify key areas of improvement across the source-to-pay process to help secure critical supply, increase cost savings, mitigate risk and improve business agility. Qualtrics XM for Suppliers combines data

qualtrics^{XM}

from an organization's other data-driven solutions with real-time supplier insights and AI-driven intelligence. "When organizations prioritize listening, understanding and acting on stakeholder feedback, the business impact and ROI will naturally follow," said **Brian Stucki**, Qualtrics executive vice president. "Qualtrics XM for Suppliers puts supplier feedback at the heart of buyer-supplier interactions and becomes an integral part of decision-making and relationship building." Qualtrics XM for Suppliers helps organizations enhance existing source-to-pay processes by listening, understanding and acting on supplier feedback at every touch point.

RevCatch, a cloud-based software and services provider based in St. George, has released its comprehensive cloud-based ad blocker detection and resolution platform that includes **RevAnalytics**, **RevDetect**, **RevUp** and **RevBoost**. Designed specifically for the online media and publishing industry, RevCatch solu-

REVCATCH
PROTECT CONTENT & INCREASE REVENUE

tions identify revenue opportunities being lost to ad blocking usage and provide customized options to engage and require action from ad block users, as well as offer features and benefits to website visitors. The RevCatch system includes ad block detection, ad block user engagement, subscription accelerators and database converters for online media and publishing companies. Born from the media and content production industry, RevCatch's foundation is built on diversifying revenue through recaptured revenue and

subscriptions. The new platforms are free to users and can be found at the company's website.

SimpleNexus, a Lehi developer of a digital mortgage platform for loan officers, borrowers, real estate agents and settlement agents, has announced that home insurance quotes from Progressive Insurance are now available within the SimpleNexus digital mortgage app. Borrowers can also use Progressive's **HomeQuote Explorer** to compare quotes from multiple carriers. "With SimpleNexus, any mortgage lender can give its customers a cohesive experience from home search to home closing — and now that includes home insurance," said SimpleNexus founder and CEO **Matt Hansen**. "We're delighted to collaborate with a household name like Progressive to make it easy for borrowers to close their loans on time and obtain much-needed peace of mind." "Working with SimpleNexus, we're excited to offer more choices to millions of U.S. borrowers," said **Tammy Loucks**, Progressive business leader of direct property quoting.

SIMPLENEXUS

Manly Bands, a Vineyard-based developer and direct-to-consumer e-commerce retailer of men's wedding rings, has announced a partnership with **Jack Daniel's** to create a signature line of wedding rings to expand the distiller's popular whiskey barrel collection. This marks the first time Manly Bands has partnered with a company outside the wedding industry to supply branded materials, as more men are embracing stylish and non-traditional options for their wedding wear, the company said. The rings are made of wood from the white oak barrels used to mature Jack Daniel's Tennessee Whiskey. "We wanted to capture the unique history of Jack Daniel's and celebrate its authentic spirit, and how it has survived in a dry county and through prohibition — now that's commitment — just like marriage," said **Michelle Luchese**, Manly Bands co-CEO.

Manly Bands

MANLY BANDS

Xevant, a Draper-based software company catering to the pharmacy benefits industry, has rolled out its newly architected platform. **Xevant's platform** combines state-of-the-art technology with comprehensive, real-time analytics to give core stakeholders of the pharmacy benefits business a solution to help further optimize pharmacy, the company said. "This latest release of the Xevant platform comprises the very best in data optimization, insight visualization and user interaction," said **Brandon Newman**, co-founder and CEO of Xevant. "Our team of data engineers, business analysts and software developers brought the very best in technological advances together into a single, cohesive solution that promises deeper insights, faster analysis and greater performance for all stakeholders of pharmacy benefits." The latest enhancements make Xevant more intuitive, giving users the ability to pivot to many critical areas of pharmacy performance with ease, Newman said.

Xevant

xevant

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.

CONSTRUCTION

• **Honnen Equipment Co.** has appointed **Tim Stokes** as the company's director of customer and product support. He will join the executive team and will have direct influence over the operations and strategies for all parts, service and customer support teams company-wide. Stokes has spent the past 18 years working in agricultural John Deere dealerships. Stokes succeeds **Dean Hirt Jr.**, who is retiring after over 30 years with Honnen. Dean has held various leadership roles with Honnen over the years. Honnen is the authorized dealer for John Deere construction and forestry equipment in the Rocky Mountain region.

ECONOMIC INDICATORS

• **Utahns' preference for interior design** is "farmhouse," followed by "modern" and "mid-century modern," according to an analysis of Google searches by **Modsy**. Using Google's Keyword Planner, Modsy took the number of average monthly searches based on a number of related search terms for each style before combining the number of searches for each style to discover the most-

sought in each state. The results show the nation is largely split between the more traditional farmhouse style, which was preferred by 26 states, and more modern decor, preferred by 16 states. Details are at <https://www.modsy.com/design-trends-by-state/>.



Everything for the
Contractors

We rent the best

4343 Century Drive
Salt Lake City, UT 84123

801-262-5761

www.centuryeq.com



EDUCATION/TRAINING

• **Brigham Young University** and the **University of Utah** are ranked highly for entrepreneurship for 2021 by **Princeton Review**. BYU is ranked No. 3 for undergraduate programs, behind top-ranked University of Houston and No. 2 Babson College, while the UofU is ranked No. 10. For graduate programs, BYU is No. 12 and the UofU is No. 16. **Princeton Review** selected the schools and tallied its rankings based on its survey of administrators at more than 300 undergraduate and graduate schools offering entrepreneurship studies. It analyzed more than 40 survey data points to determine the school lists and rankings for 2021. This is the 15th year that *Entrepreneur* has partnered with the *Princeton Review*

to publish the list.

• **Weber State University** has honored four faculty members with the annual **Research, Commercialization and Entrepreneurial Awards**. The awards provide an opportunity to recognize faculty who have made significant contributions to Weber State, the community and the world through research and innovation. The Office of Sponsored Projects and Technology Commercialization sponsors the awards, which include three categories: **Outstanding Research**, awarded to economics professor **John Mukum Mbaku**; **Innovation Success**, awarded to microbiology professors **Michele Culumber** and **Craig Oberg**; and **Norsatch Entrepreneurial Spirit**, awarded to chemistry professor **Edward Walker**. The 2020 award recipients received a \$1,500 prize as well as recognition for their contributions and achievements.



John Mukum Mbaku



Michele Culumber



Craig Oberg



Edward Walker

• **Weber State University** is No. 17 in master's-level universities in the U.S. for the number of students who study abroad in short-term programs. It is the second consecutive year for WSU to be ranked in the top 20. The ranking comes from the **2020 Open Doors Report**, which is sponsored and funded by the U.S. Department of State and produced by the Institute of International Education. The 2020 report ranks universities for study abroad participation during the 2018-19 academic year, prior to the beginning of the COVID-19 pandemic. During that year, 351 Weber State students participated in short-term study abroad programs.

FINANCE

• **Walker & Dunlop Inc.**, a Maryland-based commercial real estate finance company, has expanded its footprint in the West with the hiring of senior director **Colton Smith**, based in Salt Lake City. Smith will focus on sourcing debt financing for all commercial real estate asset classes nationally, as well as expanding the firm's



Colton Smith

reach and capabilities within Salt Lake City and the greater Utah region. Smith has over 10 years of commercial real estate experience, most recently as a first vice president with Marcus & Millichap. Before that, he founded the commercial lending division for a Salt Lake City real estate conglomerate.

HEALTHCARE

• **MedLite ID**, a St. George-based medical device manufacturer, has hired **Bruce Thompson** as vice president of sales. Thompson has over 30 years of sales and leadership experience, including 15 years focusing on the healthcare industry. Prior to joining MedLite ID, he grew and led sales teams in North America and globally for companies including Unitron Hearing and Pella Windows.



Bruce Thompson

INVESTMENTS

• **DW Healthcare Partners**, a Park City-based healthcare-focused private equity firm, has announced an investment in **CareXM**, a Lehi-based provider of virtual care and patient engagement solutions for post-acute and non-acute healthcare providers. The amount was not disclosed. CareXM is one of three investments in DWHP's fifth fund.

LAW

• **Holland & Hart** has hired real estate development attorney **Allison Phillips Belnap** for its Salt Lake City office. She guides clients through the acquisition and development of high-end residential, hospitality and commercial real estate properties. She recently rejoined Holland & Hart, having practiced at the firm after graduating from law school. She then served as an assistant dean of the J. Reuben Clark Law School at Brigham Young University. Prior to rejoining the firm, she practiced law with Ballard Spahr. Before attending law school, she was a professional actor and director, and faculty member in the Department of Theatre and Media Arts at BYU. She received her



Allison
Phillips Belnap

J.D. and her master's and bachelor's degrees from BYU.

MEDIA/MARKETING

• **The Salt Lake Tribune** has hired as **Lauren Gustus** as executive editor. The announcement was made by the newspaper's non-profit board. Gustus will oversee news gathering and a newsroom staff of about 70 starting Dec. 3, becoming the third woman to hold the post in the newspaper's 150-year history, the *Tribune* said. Gustus succeeds the *Tribune*'s interim editor Dave Noyce, who replaced editor Jennifer Napier-Pearce in August. Gustus worked at the *Tribune* as an assistant sports editor from 2004-07 before filling management and corporate roles in the Gannett newspaper chain, including managing editor for the *Reno Gazette-Journal* and overseeing the *Coloradoan* in Fort Collins. She most recently has been editor and president of *The Sacramento Bee* and western region editor for The McClatchy Co., overseeing approximately 250 journalists in 10 newsrooms. Her first journalism job was as a sports writer in Los Angeles.

• **Relic**, a Provo-based agency specializing in tourism marketing and advertising, has joined forces with **EKR**. The combined company will be known as **Relic+EKR**. Relic will continue to focus on the tourism industry, while EKR focuses on various industries from tech to manufacturing and more. By joining forces, Relic+EKR has become a full-service agency offering research, strategy, creative, digital and traditional media, public relations, content and web services.

• **KUER (NPR Utah)** has

see BRIEFS next page

SMARTGRADE
MOTOR GRADERS

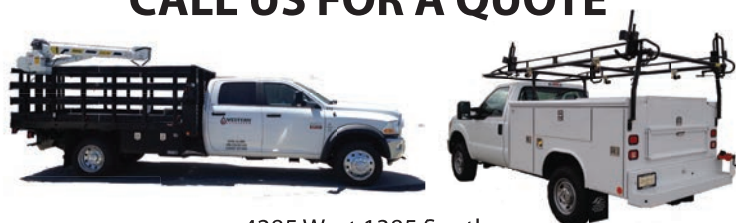
1380 S. Distribution Dr., SLC
801-262-7441



For all your truck equipment needs
If it goes on a truck we probably do it!

Service bodies, flatbeds, dumps, plows
Tool boxes, cranes, van interiors & much more.

CALL US FOR A QUOTE



4285 West 1385 South
Salt Lake City, Utah 84104
1-800-442-6687
www.semiservice.com

Industry Briefs

from previous page

completed a construction project that will expand the NPR member station's broadcast footprint in southwestern Utah. With a new, more powerful signal heard at 93.9 FM, KUER is now serving listeners throughout St. George, Cedar City, and Washington and Iron counties. Launched in 2016, the project is a part of KUER's statewide service mission, which seeks to provide high-quality news, information and entertainment to Utahns across the state. The station is part of the University of Utah. The new frequency (KUQU 93.9 FM) restores NPR programming in the area following the exit of Nevada Public Radio from St. George in April. KUQU is an FCC-licensed station based at Pine Spring Knoll near Enoch. In a \$1.2 million project, KUER installed a new antenna, transmitters and other equipment that greatly increased its existing coverage in Iron and Washington counties. Previously, NPR Utah relied upon low-power translators to serve individual communities, one of which (107.9 FM) will continue to serve Ivins and Santa Clara due to terrain issues.

NONPROFITS

• **Discovery Gateway Children's Museum** has hired **Kathleen Bodenlos** as executive director. Bodenlos will provide strategic direction for the museum and be responsible for the success of its mission, as well



Kathleen Bodenlos

as overseeing the areas of finance, exhibits, education, marketing, operations and philanthropy. Bodenlos has over 20 years of executive management and strategic development experience for both corporations and nonprofit organizations. Prior to join-

ing the Discovery Gateway team, she served on the executive management teams of both Carnegie Museums of Pittsburgh and Cincinnati Museum Center. Before working in the museum field, she worked in executive leadership roles for corporations, primarily in the medical device industry.

• The **Sundt Foundation**, Salt Lake City, established by Sundt Construction Inc. in 1999, has named **Jasen Bennie** to its board of directors, representing the Salt Lake City giving area. Bennie serves as the Intermountain area manager out of Sundt's Salt Lake City office. He has



Jasen Bennie

been an active member of the Sundt Foundation since joining Sundt over a year ago. The foundation board is composed of 12 employee-owners and convenes quarterly to approve grants based on recommendations made by employee-owner committees in each Sundt office.

PHILANTHROPY

• **KeyBank's** Utah market supported various local and state community organizations with grants totaling \$34,000 in September. The grant recipients provide education, training, scholarships, food, health and housing in Utah communities. September's gifts were made as part of the company's commitment to support organizations and programs that prepare individuals for thriving futures. Contributions included \$15,000 to the **American Indian Services** scholarship program, \$10,000 to the **Columbus Foundation**, and contributions to **Red Barn Farms**, the **Salt Lake Community College PACE Program**, **Westminster College** and the **American Red Cross of Utah**.

• **Nu Skin**, Provo, has announced it has surpassed 700 million meals purchased and donated since 2002 through its **Nourish the Children** (NTC) initiative. Malnourished children in more than 60 countries around the world have been fed VitaMeal, a nutrient-dense food, from one of NTC's third-party charity partners after Nu Skin sales leaders, customers and employees purchased and donated the bag of food. The program feeds more than 120,000 every day.

• **Aptive Environmental**, a Provo-based pest control company, has donated up to \$275,000 to the **United Nations Foundation's** "Nothing but Nets" in 2020. In honor of Malaria Awareness month in November and Giving Tuesday, Aptive pledges to match donations up to an additional \$50,000 from its community of customers and sales representatives on Dec. 1, bringing its donation potential to nearly \$400,000. The foundation's "Nothing But Nets" is a grassroots campaign that sends insecticide-treated bed nets to regions of the world plagued with malaria-carrying mosquitoes. Since 2016, Aptive has contributed over \$912,000 to the campaign.

REAL ESTATE

• **Property Management Professionals LLC (PMP)** has announced a partnership with the **SunRiver St. George Community Association**, an active-adult golf course community in St. George. SunRiver is a resort-style community boasting an 18-hole PGA championship golf course, a 35,000-plus-square-foot community center, and recreational amenities. PMP begins as managing agent Dec. 1 and will employ 21 full-time and part-time on-site staff members at SunRiver. PMP's partnership with SunRiver will mark the opening of its eighth full-service division in four states.

RECOGNITIONS

• **Ten Utah companies** have been named to **Deloitte's 2020 Technology Fast 500**, a list of the 500 fastest-growing technology, media, telecommunications, life sciences and energy tech companies in North America. They are No. 25 **Homie**, South Jordan; No. 63 **Awardco**, Orem; No. 100 **Podium**, Lehi; No. 143 **SimpleNexus**, Lehi; No. 150 **Acima Credit**, Draper; No. 188 **Dental Intelligence**, Pleasant Grove; No. 294 **Slingshot**, Lehi; No. 367 **PolarityTE Inc.**, Salt Lake City; No. 396 **Lendio**, Lehi; and No. 470 **Signs.com**, Salt Lake

City.

Companies are selected based on percentage fiscal year revenue growth from 2016 to 2019. Companies must own proprietary intellectual property or technology that is sold to customers in products that contribute to a majority of the company's operating revenues, and meet other criteria.

• **Workfront**, a Lehi-based work management application platform company, has been named a "Leader" by independent research firm **Forrester** in its new report, "The Forrester Wave: Collaborative Work Management Tools, Q4 2020." Workfront is the top-ranking vendor in the Current Offering category, and the report noted Workfront's enterprise capabilities as a strength. Forrester analysts selected the nine "most significant" providers for participation, and conducted an evaluation of each company's capabilities.

SERVICES

• **U-Haul Company of Utah Inc.** has announced that **Engine Worx**, 3021 N. Fairfield Road, Layton, has become a U-Haul neighborhood dealer. It will offer U-Haul trucks, trailers, towing equipment, moving supplies and in-store pickup for boxes. U-Haul has 22,000 locations in the U.S. and 10 Canadian provinces.

TECHNOLOGY/LIFE SCIENCES

• **Fortem Technologies Inc.**, a Pleasant Grove-based company focused on airspace security and defense for detecting and defeating dangerous drones, has announced the formation of a **Government Advisory Board** composed of former military, intelligence and federal government executives across civilian, defense, and intelligence sectors. The board provide insights to help the company further advance the work and goals of the U.S. government and its allies. Government Advisory Board members include **Bruce Lemkin**, former deputy undersecretary of the Air Force, International Affairs; **Kevin Meiners**, former deputy director of national intelligence for Enterprise Capacity; **Lynn Wright**, former deputy director of naval intelligence; **Terry Ryan**, former CEO of Tenax Aerospace, Mercury Federal Systems and Adroit Systems; director of intelligence, surveillance and reconnaissance systems, Department of Defense; deputy director, Defense Airborne Reconnaissance Office; professional staff member for the Senate and House Select

Committees on Intelligence; and USMC infantry commander; **Rose Mooney**, technical and FAA policy expert on drones; former executive director, Mid-Atlantic Aviation; and who has been working in the UAS industry for over 15 years and served as an advisor to NASA on UAS; **Gene Colabatistto**, current president/CEO of General Aerospace Co. and former executive at several other companies; **Maryam Rhamni**, who serves on the board of the Society of High-Performance Computing Professionals, has worked in several critical infrastructure sectors and is the current forum co-chair for the IEEE Women in Engineering; **Marshall Wright**, former director of business development for the Utah Governor's Office for Economic Development; and **David Redl**, former administrator, Department of Commerce, NTIA; primary advisor on telecom policy, including broadband access and spectrum; and fostered the private sector's lead in 5G deployment.

TRAVEL & TOURISM

• **Visit Salt Lake** has selected **Cornerstone** and **Modern Expo & Events** to design, build and procure the equipment for the new **Visit Salt Lake Broadcast Center**. The aim of the center is to combat the impact of COVID-19; assist in the recovery of Salt Lake's visitor economy; and adapt to the ever-changing dynamics of hosting meetings, conventions and events. The broadcast center will be located in the Visitor's Center of the Salt Palace Convention Center and is scheduled to be completed in the first quarter of 2021. It will support VSL's efforts in the meeting, convention and event space and also enhance the distribution of its messaging and that of its members and stakeholders. Visit Salt Lake also has launched "**Salt Lake Bound=FREEdom Found**," an incentive-based travel campaign featuring a number of travel and in-market adventure incentives. When booking two or more nights in participating Salt Lake lodging properties, regional and national travelers can select between \$100 in Sinclair gas cards or a \$200 Delta Air Lines' eGift Card. For those preferring in-market incentives, it offers the option to select two 2-day Connect Passes, VSL's all-inclusive pass that allows visitors to experience 13 of the area's top attractions. Skiers and snowboarders have the option to choose two complimentary one-day Ski City Super Passes, allowing skiers to choose which of Salt Lake's four resorts they want to ski on any given day.

HOWE RENTAL & SALES

NEED EQUIPMENT?

- Forklifts
- Scissor & Boom Lifts
- Scaffolding
- Excavators
- Mixers
- Welders
- Sweepers & Scrubbers
- Compressors
- Compaction Equipment
- Skid Loaders
- Backhoes
- Dump Trucks

24 Hour Emergency Service

- Ogden
- Layton
- Tooele
- Park City
- Provo
- Salt Lake City

CALL TODAY! 801.463.7997

Toll Free 866.436.HOWE • Fax 801.463.7488
4235 South 500 West • Murray, UT 84123

www.howerentals.com

• ALL EQUIPMENT IS SAFETY INSPECTED

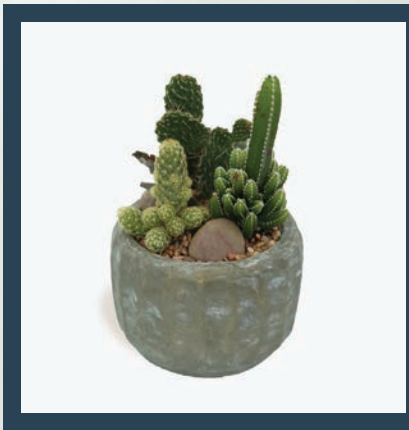
• PROMPT DELIVERY

Genie S-80X

SERVING UTAH SINCE 1975

CACTUS & TROPICALS

GIFTING MADE EASY



SPECIALIZING IN CORPOPRATE AND EMPLOYEE GIFTS

BIRTHDAYS HOLIDAY GIFTS EMPLOYMENT ANNIVERSARIES WORKPLACE ACHEIVMENTS

SEND EMPLOYEES PLANTS FOR THEIR AT-HOME WORKSPACE

Plants in the workplace are proven to decrease stress and increase productivity



salt lake city - draper - www.cactusandtropicals.com

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.

Nov. 30, 10-11 a.m.

“Monday Mashup with Amber,” a Women’s Business Center of Utah open discussion event taking place each Monday. Moderator is Amber Murray, WBCUtah business advisor and owner of See Your Strength. Event takes place online via Zoom. Details are at wbcutah.org.

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. 1, noon-1 p.m.

“Brexit: Negotiation Status and Opportunities for Utah Companies,” presented by Parsons Behle & Latimer and London & Partners, in partnership with the World Trade Association. Event will focus on the future of the successful U.S.-UK trade relationship. Presenters are Barbara Bagnasacco, attorney at Parsons Behle & Latimer; and James Cummings, vice president of business development at London & Partners. Details are at <https://www.parsonsbehle.com/events/brexit-negotiation-status-and-opportunities-for-utah-companies>.

Dec. 1, 6:30-8 p.m.

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

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 Westpointe Campus in Salt Lake City. Virtual participation is also available. Cost is \$150. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Dec. 2, 8:30-9:30 a.m.

Summit Speaker Series, an extension of the Utah Outdoor

Recreation Summit and presented by the Utah Office of Outdoor Recreation, in partnership with Snowsports Industries America (SIA), the Economic Development Corporation of Utah (EDCUtah) and the Utah Outdoor Association (UOA). Topic is “Manufacturer Advertised Price and Third-Party Logistics (MAP, 3PL).” Speakers are Jon Rockefeller, managing director for Petzl America’s Sport Division; and John LaBaron, chief revenue officer at Pattern. Event takes place online. Free. Registration can be completed at Eventbrite.com.

Dec. 2, noon-3 p.m.

Deal Forum, a VentureCapital.Org event featuring entrepreneurs pitching their startups to a panel of active investors. The presenters include representatives of 401GO, Bundlefund, Findster, SafeStamp and Trendzact. Event takes place online. Registration can be completed at Eventbrite.

Dec. 2, noon-1 p.m.

“Win/Win Networking,” presented by the Utah State Office of Rehabilitation-Business Relations. Event takes place online. Free. Registration can be completed at Eventbrite.com.

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

“Business Connections,” a ChamberWest event taking place online. Free, but registration is required. 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, 8-9 a.m.

“The High Stakes Risks for Utah Companies Doing Business Overseas,” presented by World Trade Center Utah, in partnership with Parsons Behle & Latimer, and focusing on the regulatory, criminal and litigation risks of doing business in foreign markets. Panelists are attorneys Brent Baker, Erik Christiansen and Jeff Corey (moderator). Event takes place online. Free. Details are at https://us02web.zoom.us/webinar/register/WN_2uGt9SPYR2qQ7GB3Kaf3Vw.

Dec. 3, 8 a.m.-5 p.m.

“Intro to Excel,” a Salt Lake Community College Employee Development Workshop. Participants will learn to organize,

format, and calculate data using Microsoft Excel software. This introduction discusses the ribbon, mini toolbar, ranges, formulas, charts, and basic spreadsheets. Location is SLCC’s Miller Campus in Sandy. Cost is \$249. Virtual participation is available. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Dec. 3, 11 a.m.-noon

Chamber Rural Workforce Network Informational Session, a Salt Lake Chamber event. Speakers Alan Rindlisbacher from the Economic Development Corporation of Utah; David Busk from the Utah Department of Workforce Services; Paul Hill, who directs Utah State University’s Rural Online Initiative program; and Rebecca Dilg, who coordinates rural incentives programs at the Utah Governor’s Office of Economic Development, will discuss how to better prepare the local workforces to be ready for remote work opportunities. Several business partners will discuss their successfully implemented remote work programs. Event takes place online. Free. Details are at slchamber.com.

Dec. 3, 1:30-2:30 p.m.

“Salt Lake Chamber-Business Live!” Event is a networking event taking place online. Free for chamber members, \$10 for nonmembers. Details are at slchamber.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, 9 a.m.

Silicon Slopes Breakfast. Speaker is Rick Farnell, CEO of Protegrity. Discussion takes place on Facebook, Twitter, LinkedIn or YouTube channel. Details are at siliconslopes.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. 6, 7:30 p.m.

“Best of Holladay” Event, a Holladay Chamber of Commerce event featuring the third annual awards. Event takes place online via Facebook Live. Details are at holladaychamber.com.

Dec. 8, 8 a.m.

Speaker Series, an ACG

(Association for Corporate Growth) Utah event. Speaker is Davis Smith of Cotopaxi. Event takes place online via Zoom. Free for members, \$10 for nonmembers. Details are at www.acg.org/utah.

Dec. 8, 9-10 a.m.

Office of Outdoor Recreation Grant Programs Virtual Brunch Workshop featuring office staff presenting information about the 2021 grant programs. Also offered Dec. 9, noon-1 p.m. (same information each day). Event takes place online. Free. Registration can be completed at Eventbrite.com.

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

Women in Business Holiday Soiree, a South Valley Chamber event. Location is Embassy Suites, 10333 S. Jordan Gateway, South Jordan. Details are at southvalleychamber.com.

Dec. 8, noon-1:30 p.m.

“Starting Your Business 101,” a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Dec. 8, 5-6 p.m.

“How to Turn Your Brochure Website into a Sales Machine,” a Small Business Development Center (SBDC) event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

Dec. 8, 5-7 p.m.

Business Women’s Forum: Winter Mixer. Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$50 for members, \$60 for nonmembers. Event limited to 60 people. Details are at slchamber.com.

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

Summit Speaker Series, an extension of the Utah Outdoor Recreation Summit and presented by the Utah Office of

Outdoor Recreation, in partnership with Snowsports Industries America (SIA), the Economic Development Corporation of Utah (EDCUtah) and the Utah Outdoor Association (UOA). Topic is “Avalanche Awareness & Safety.” Speakers are Chad Brackelsberg of the Utah Avalanche Center and Cal Taylor of the Utah Snowmobile Association. Event takes place online. Free. Registration can be completed at Eventbrite.com.

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

“Let’s Do Lunch,” a South Valley Chamber event. Location is Salsa Leedos Mexican Grill, 13298 Market Center Drive, Riverton. Details are at southvalleychamber.com.

Dec. 9, noon-1 p.m.

Office of Outdoor Recreation Grant Programs Virtual Brunch Workshop featuring office staff presenting information about the 2021 grant programs. Also offered Dec. 8, 9-10 a.m. (same information each day). Event takes place online. Free. Registration can be completed at Eventbrite.com.

Dec. 9, noon-1:30 p.m.

Utah SBIR-STTR 101 Virtual Workshop, presented by the Utah Industry and Innovation Center and featuring information about the federal Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) grants. Free. Registration can be completed at Eventbrite.com.

Dec. 9, 1-3 p.m.

“Preparing Early for an Exit,” a VentureCapital.Org event. Panel includes moderator Nate Hurlbut, Stael Rives; Josh Garner, Lakeside Partners; Andy Jorgensen, SLC Angels; Donna Milavetz, Steward Health Care Network; Ian Shelledy, Utah Community Foundation; and Brent Thomson, Blip. Event takes place online. Cost is \$20 through Dec. 2, \$30 thereafter. Registration can be completed at Eventbrite.com.

Dec. 10, 8 a.m.-5 p.m.

“Intermediate Excel,” a Salt Lake Community College Employee Development Workshop. Participants will learn to organize, format, and calculate data using Microsoft Excel software. This course builds upon “Intro to Excel” concepts. Location is SLCC’s Miller Campus in Sandy. Virtual participation is available. Cost is \$249.

CENTRAL
BANK

The stars are aligned!



*"Central Bank is efficient, fast, and very good to work with.
I love that they are local and community-oriented—they understand me
and my business needs personally."*

Dallas Hakes, Owner
Quick Quack Car Wash

See our **Google** Reviews



Succeeding in Your Business

Tax time is approaching; let's review 2020's new laws

Each year brings new changes to our Byzantine tax system, and 2020 is no different, with recent federal and state laws making the tax landscape more challenging than ever for small businesses and their owners.

Here are some tax law changes you need to be aware of in 2020:

Required Minimum Distributions from Retirement Plans.

Probably the biggest federal tax law change last year was the Setting Every Community Up for Retirement Enhancement Act, or SECURE Act, which Congress passed in late December. If you turn 70 1/2 after 2019, you can now wait until you're age 72 to start

making mandated annual withdrawals from your retirement accounts. If you turned 70 1/2 on or before Dec. 31, 2019, you are still required to take those mandated annual withdrawals now.



For anyone who inherited an IRA from an original IRA owner who passed away prior to Jan. 1, 2020, no changes to your current distribution schedule are required. However, for situations where the original IRA account owner passes away after Dec. 31, 2019, fewer beneficiaries will be able to extend distributions from the inherited

IRA over their lifetime. Many will instead need to withdraw all assets from the inherited IRA within 10 years following the death

of the original account holder. Exceptions to the 10-year distribution requirement include assets left to a surviving spouse, a minor child, a disabled or chronically ill individual and beneficiaries who are less than 10 years younger than the decedent.

Rolling Your Traditional or SEP-IRA into a Roth IRA. If you are worried about required minimum distributions or if you want to pass your IRA or SEP-IRA on to your heirs free from the 10-year pay-down requirement, you should talk to your accountant about converting your IRA into a Roth IRA this year. You will have to pay tax on the amount converted as ordinary income, but subsequent earnings will be free of tax, and the decrease in tax rates that became effective in 2019 makes such a conversion less

costly than it would have been in previous years. Of course, this option only makes sense if the tax rates when the money is withdrawn from the Roth IRA are anticipated to be higher than the tax rates when the traditional IRA is converted — a virtual certainty if the Democrats retake Congress in this year's election.

Home Office Deduction. When the Tax Cuts and Jobs Act of 2017 eliminated the miscellaneous itemized expense deduction, it eliminated the ability of employees to deduct home office expenses. However, taxpayers with their own business can still file a Schedule C and take a home-office expense deduction if part of the home is used for that business. State income taxes, property taxes and home mortgage interest allocable to your business can also be deducted. Such deductions are not subject to the limitations that apply to individual taxpayers who do not operate a Schedule C business from their home.

Estate and Gift Tax Exemptions. The exemption from federal estate and gift taxes increases to \$11.58 million in 2020 when the annual inflation adjustment is taken into account. Amounts over the exemption levels that do not qualify for either the marital or charitable deduction are taxed at a flat rate of 40 percent at the federal level. Because the gift and estate tax exemption have been unified since 2011, this exemption can be used during lifetime or at death or some combination of both.

Keep in mind that the 2017 tax that implemented the new exemption amounts is only in effect through 2025. Beginning Jan. 1, 2026, these exemptions will revert to their pre-2018 levels (\$5 million indexed for inflation) unless further legislative action makes the changes permanent. With the 2020 elections on the horizon, there is always the possibility of a new tax law, which could result in a more rapid return to pre-2018 levels and perhaps even lower exemptions. For this reason, you should discuss with your accountant or tax advisor gifting strategies that can be implemented now to reduce the value of your taxable estate.

Mansion Taxes. A growing number of states are adopting taxes on sales of high-end real property, known as "mansion taxes," beginning in 2020. Effective July 1, 2020, Connecticut will impose an additional 2.25 percent tax on real estate taxes in excess of \$2.5 million, while New York has adopted a progressive mansion tax with a top tax rate of 3.9 percent on properties purchased for \$25 million or more.

I am grateful as always to my tax-savvy CPA friends John D'Aquila (john@daquilallp.com), Margaret (Peg) O'Donnell (mytopstonecpa@optonline.net), Russell Abrahms (russ@rlabrahmscpa.com), and financial advisor Julie Jason (readers@juliejason.com) for their input and support of this column.

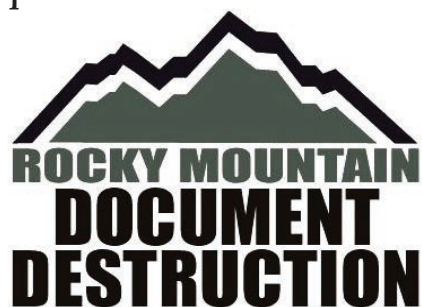
Cliff Ennico (crennico@gmail.com) is a syndicated columnist, author and former host of the PBS television series "Money Hunt."

COPYRIGHT 2020 CLIFFORD R. ENNICO
DISTRIBUTED BY CREATORS.COM

ROCKY MOUNTAIN DOCUMENT DESTRUCTION

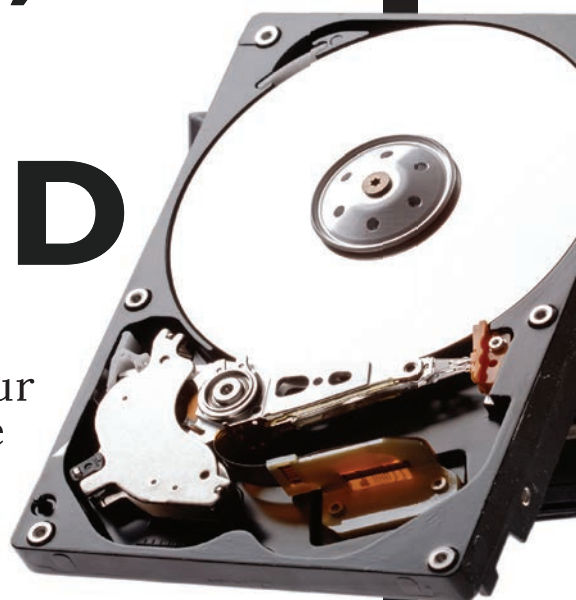
TO BE SHRED, NOT SHARED

Keep your business' and your customer's information safe by shredding documents with NAID-certified professionals.



801-384-1900

<https://rmshred.com>



CALENDAR

from page 1

Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Dec. 10, 10-11 a.m.

“What the 2020 Elections Portend for the U.S.-China Relationship and Utah Business,” presented by World Trade Center Utah, in partnership with Dorsey & Whitney LLP and the U.S.-China Business Council. Speakers are Miles Hansen, president and CEO, World Trade Center Utah; Anna Ashton, senior director of government affairs, U.S.-China Business Council; Catherine Pan, partner and U.S.-China Practice Group chair, Dorsey & Whitney LLP (New York office); Justin Huff, partner, Dorsey & Whitney LLP (D.C. office), and formerly deputy director of CFIUS/Treasury Department; and moderator Troy Keller, of counsel, Dorsey & Whitney LLP (Salt Lake City office). Event takes place online. Details are at bit.ly/36zdXgy.

Dec. 10, 6-8 p.m.

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

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

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>.

Dec. 15, 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. 16, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event that takes place online via Zoom. Free. Details are at murraychamber.org.

Dec. 16, 8:30-9:30 a.m.

Summit Speaker Series, an extension of the Utah Outdoor Recreation Summit and presented by the Utah Office of Outdoor Recreation, in partnership with Snowsports Industries America (SIA), the Economic Development Corporation of Utah (EDC Utah) and the Utah Outdoor Association (UOA). Topic is “The Economics of Dark Sky Communities.” Speakers are Aubrey Larsen, Community Development Office; Cassidy Jones, National Parks Conservation Association; Flint Timmins, Utah Office of Tourism; and Crystal White, Friends of Arches and Canyonlands Parks. Event takes place online. Free. Registration can be completed at Eventbrite.com.

Dec. 16, noon-1:30 p.m.

“Solve the Business Puzzle,” a Women’s Business Center of Utah event taking place online. Free. Details are at wbcutah.org.

Dec. 16, 3:30-5 p.m.

“Business Connections,” a ChamberWest event that takes place online. Registration is required. Free. Details are at chamberwest.com.

Dec. 16, 5:30-6:30 p.m.

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

Dec. 17, noon-1 p.m.

“Tools for a New Year: Goal-Setting and Using Staffing Agencies as a Resource,” presented by the Utah State Office of Rehabilitation-Business Relations and focusing on setting “SMART” (Specific, Measurable, Achievable, Realistic and Timely) goals. Event takes place online. Free. Registration can be completed at Eventbrite.com.

Dec. 24, 5:30-7 p.m.

Chamber Mixer, a West Jordan Chamber of Commerce event. Location to be determined. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at westjordanchamber.com.

Dec. 30, 7:30-8:30 a.m.

Coffee Connection, a Holladay Chamber of Commerce event. Event takes place online (check Facebook for details and

Zoom link). Details are at holladaychamber.com.

Jan. 7, 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.

Jan. 7, 6-8 p.m.

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

Jan. 12-Feb. 4

PMP Certification Exam Prep, a Salt Lake Community College Employee Development Workshop taking place on Tuesdays and Thursdays, 8 a.m.-noon. This intermediate course prepares participants to successfully pass the PMP exam by reviewing the concepts and principles of project management. Students will study project management methods in accordance with PMI requirements and a syllabus to study for the new 200-question 2021 PMI PMP examination. Location is SLCC’s Miller Campus in Sandy. Cost is \$1,350. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

Jan. 12, 8 a.m.-4 p.m.

“Time Management,” part of the Salt Lake Community College Frontline Leader Workshop Series. Participants will analyze and explore strategies to use their resources of time and energy more efficiently and effectively. 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>.

Jan. 12, 8 a.m.

Speaker Series, an ACG (Association for Corporate Growth) Utah event. Speaker is Jeremy Pope of KNS International. Event takes place online via Zoom. Free for members, \$10 for nonmembers. Details are at www.acg.org/utah.

Jan. 13, 7:30-11 a.m.

“Effective Public Speaking,” 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.

SKI SEASON

from page 1

Snowbasin, said the National Ski Areas Association playbooks have been customized to individual ski areas, based on local health departments and guidance coming from state government.

“We continue to evolve and create new plans and procedures so we can keep our guests safe and our employees safe,” he said.

Among the changes at the various resorts are implementing social distancing, “spreading out” skier visits, reducing visitations, requiring face coverings, and requiring reservations for skiing and parking. For example, families may ride the Snowbasin gondola together, but if a person wants to ride by himself or herself, they can.

Getting to the gondola with six-foot distancing “does create a longer maze than maybe what the guests are used to,” Ratchford said, “but it’s exactly what we need to do.”

Volumes of people in guest lodges likewise will be reduced. Snowbasin has purchased new yurts, knowing the lodge capacity would be shrunk. In order to keep people outside as much as possible, some resorts have added bathroom trailers, slope-side dining units and food trailers. Some are requiring all food orders be to-go or encouraging people to eat outside or in their cars.

“What we want to do is create an environment that feels safe and that shows that we can operate a ski area with social distancing in mind,” Ratchford said.

One policy with no wiggle room is the requirement to wear a mask or other face covering, Ratchford said. While most skiers wear masks to keep warm outside, “just to remind people, it’s not a discussion item,” he said. “It’s not something we’re going to debate when you come up to the resort. We’re going to have you wear masks. And we want people to be safe and have our guests and our employees feel safe while at work.”

“If people aren’t wearing face coverings, they won’t be allowed on lifts,” reiterated Mike Maughan, general manager at the Alta Ski Area.

Dr. Sankar Swaminathan, chief of the infectious disease division at University of Utah Health, said skiing is relatively safe during the pandemic.

“I think it’s important to remember — and this doesn’t apply just to skiing — there is no such thing as perfectly safe and definitely bad. Everything is a continuum of risk.”

The worst environment is a bar packed with maskless, yelling people, in a place with per-

haps not the best ventilation, he said. “If you look at skiing, it’s actually pretty good, OK?” Swaminathan said. “It would be considered a relatively low-risk activity if you follow the precautions.”

“Being outdoors and riding chair lifts and skiing, the risks of infection spread is quite minimal, compared to indoor spaces,” Maughan said. “So I think our indoor spaces are getting the bulk of our attention for trying to spread people out and make sure people are wearing masks.”

Dave Fields, general manager at Snowbird, said ski resorts “have thousands of acres where you can spread out” and have physical distancing.

“I would say based on what I saw this summer and fall at trailheads, a lot of people are excited to get out and be in nature with their families,” Fields said.

One change at Snowbird is limiting the number of people on the tram to 25. Another focuses on parking.

“By having a parking reservation, people will have the confidence to know that they have a spot on the hill and that it will be with the right number on the mountain, given the number of lifts and terrain that we have open,” Fields said.

Several speakers said skiers should be sure to do more planning than usual because resorts have different approaches for season pass holders, advance ticket sales, parking management and ski schools.

“Plan ahead, get your tickets early, make your reservations if you need to, and you’ll have a great time on the mountain,” said Jessica Miller, communications manager at Park City Mountain.

Rafferty chipped in with another suggestion.

“When you do to ski or ride, bring along with you patience and gratitude,” he said. “We don’t do anything today like we did pre-March 14, and there’s going to be a little bit of a learning curve. ... We should all be thankful we’ve got skiing and riding at all these days.”

Whatever 2020-21 holds, the coronavirus wiped out a chance for a record season in 2019-20. It still was the fourth-best season ever, with nearly 4.4 million skier visits, despite an estimated \$232.4 million in revenue lost because of COVID-19-related closures.

“We’ve kind of thrown all our metrics of success out the window for this season,” Rafferty said. “A successful year for us is going to be to get open and to stay open. I’m confident we can do that and I’m confident we can offer a safe way to recreate for Utah residents and guests who choose to travel.”



RAYCOM

Digital Services

"Quantifiable results and a proven ROI"

DIGITAL SERVICES

Content Marketing

Online Reviews

Google My Business

These days, converting online visitors into paying customers takes more than a web presence. It's getting Google to rank you above your competitors. Below are three key services we offer to get you noticed on the web:

Inbound Marketing

We don't just drive more visitors to your site, but visitors ready to do business with you.

Digital Reputation

Our exclusive software helps you quickly respond to any negative comments about your business, and at the same time, build more positive customer feedback.

Local Marketing

Our **Online Marketing Guide** simplifies tapping into the 85% of consumers who conduct "local" online searches.

To boost your website's bottom line, contact us today!

raycomtech.com

385-232-2464



WASATCH I.T.

WHY MANAGED I.T. SERVICES?



SUPPORT:

Removing a single point of failure with one I.T. technician or a bottleneck with a small team, reduces downtime, increases efficiency and maximizes employee utilization.



KNOWLEDGE:

A robust team of smart, collaborative and continually trained technicians will always be smarter than a single or small group of technicians.



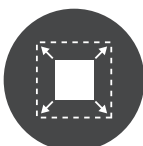
ACCOUNTABILITY/MANAGEMENT:

Offloading the responsibility of technical training and management allows you to allocate more time to running your business.



FLEXIBLE:

An extensive team of ready technicians can assist during spikes in demand, without having to pay for that extra manpower in downtime.



SCALABLE:

From on-call on-site support, to scheduled on-site support in half, full day or full-time increments, adaptive support structures allow companies to increase technical support as needed, without lagging behind or overpaying in anticipation of growth.



ADAPTIVE PRICING:

Pricing based on machine count allows costs to be in line with the size of your team.



FLAT RATE:

Providing your team with unlimited access to troubleshooting and maintenance based technical support equips them with the resource to reduce downtime and can help protect your devices and network from self-meddling users.



OVERHEAD:

When choosing outsourcing over hiring internally, you skip employment taxes, benefits, etc. allowing you to redirect money to core business costs.



24/7/365:

No longer being subject to sick days or PTO, your team has access to a team of technicians ready to provide technical support 24/7/365.

Providing regular on-site
support along
Utah's Wasatch Front,
Southern Utah,
Mesquite Nevada and
Boise, Idaho

READY TO LEARN MORE? CONTACT US TODAY.

INFO@WASATCHIT.COM - 801-983-3671

INSIDE

Technology Lists

Utah Technology Companies
page 16

Biotechnology Companies
page 18

Sponsored by:



Focus

TECHNOLOGY

Small Business
and Big Tech

**NEED TO BE
PARTNERS**



NOT ENEMIES

I still remember the first sale I ever made online. Using a slow 1990s Internet connection, I sold a refurbished laser printer to someone in Portugal. My mind was blown. The world had shrunk — and I was hooked. I peered into the future of retail, and amazingly, I still get to do that today.

Online markets and digital tools have improved exponentially since that first sale and they are now a cornerstone of our Salt Lake City small business and millions more nationwide. Unfortunately, my excitement today is tempered by concern as complex, high-pitched battles about privacy and “Big Tech” are brewing in Washington and Salt Lake City and small businesses like ours could suffer collateral damage.

We started our organic seed and horticultural company in 1974. For years, our most creative marketing tool was a mail order print catalog. We mailed millions of catalogs, but we never knew if customers received them, read them or threw them straight into the trash. But times have changed. Our customers moved online and gradually, so did we. This year is the first that we won’t mail out a single print catalog. We have transitioned all our marketing online and we haven’t

looked back.

Now, with Google, Facebook, YouTube and Instagram, we target our promotions and advertising directly to people who we believe actually

want to see it, and we know quickly if an advertisement, coupon or other promotion is successful. We can see the exact return on investment for every marketing dollar we spend. That matters a lot when a business is small and the marketing budget is even smaller. And it matters even

more when a business is truly independent and competes against conglomerates. We cannot afford to waste money because our competition has budgets so much larger than ours.

I am a citizen and a businessperson, so I appreciate that policymakers are concerned about my privacy and ensuring fair business competition. Digital platforms are powerful and users should understand and appreciate both the opportunities and the risks. Lawmakers must also find the right balance and when navigating privacy and competition issues, it is important they know that millions of small businesses depend on our digital partners to survive and thrive.

Free and low-priced services that support digital marketing, advertising, accounting, HR and e-commerce are

absolutely essential to our business.

If policymakers are going to break up big digital platforms or impose strong restrictions, I hope they will protect small businesses from collateral damage. Similarly, if privacy and data protection need new laws, then as a consumer and a small business, I hope we get one good federal law instead of a patchwork quilt of 50 different state laws. We sell nationwide and could not afford the compliance burden for 50 privacy laws.

Through our company’s digital transition, we have hired dozens of new employees and have grown our payroll by 50 percent. I cannot imagine competing against agribusiness giants without digital platforms and tools, and so I really hope that the marketplace fixes these problems because that’s where the best solutions always develop.

But if government intervention is needed, I hope our policymakers move slowly and carefully and that the outcome is balanced. And I hope that the balance is mindful of the small businesses that often get hurt the most. I am confident that is not what Congress or Utah policymakers are trying to achieve.

Parker Garlitz is co-founder, managing partner and marketing director of True Leaf Market Seed Co., an organic seed and horticultural company based in Salt Lake City.



**PARKER
GARLITZ**

UTAH-BASED TECHNOLOGY COMPANIES

Ranked by Total Employees



	Company Name Address	Phone Web	Total Employees	Year Founded	Nature of Business	Top Executive
1	Vivint Smart Home 4931 N. 300 W. Provo, UT 84604	800-216-5232 vivint.com	5,750	1999	Residential energy management, home security and automation design, installation and management	Todd Pedersen CEO & Founder
2	Energy Solutions 2995 S. Main St., Ste. 1700 SLC, UT 84111	801-649-2000 energysolutions.com	5,000	2006	International nuclear energy services, including recycling, processing and disposal of nuclear materials	Kenneth W. Robuck President & CEO
3	Qualtrics 400 Qualtrics Drive Provo, UT 84604	800-340-9194 qualtrics.com	3,300	2002	SaaS-based experience management platform for data collection and analysis for businesses	Ryan Smith CEO
4	About Time Technologies 58 N. 1100 W., Ste. 2 Payson, UT 84651	801-315-8463 abouttimetech.com	2,650	2003	Platform for management of time, labor, assets, productivity and forms for the construction industry	Ryan Remkes Founder & CEO
5	Vivint Solar 1800 Ashton Blvd. Lehi, UT 84043	877-404-4129 vivintsolar.com	2,540	2011	Residential solar energy design, installation and maintenance	David H. Bywater President & CEO
6	Clearlink Technologies 5202 W. Douglas Corrigan Way, Ste. 300 SLC, UT 84116	801-424-0018 clearlink.com	1,800	2003	Digital marketing and sales conversion platform, search engine marketing	Ted Roxbury President
7	Ivanti 10377 S. Jordan Gateway, Ste. 110 South Jordan, UT 84095	888-253-6201 ivanti.com	1,700	1985	Software for IT security, service management, asset management and identity management	Jim Schaper Chairman & CEO
8	DigiCert 2801 N. Thanksgiving Way, Ste. 500 Lehi, UT 84043	800-896-7973 digicert.com	1,600	2003	SSL, EV Code and document signing certificates for healthcare, automotive and industrial sectors	John Merrill CEO
9	InMoment 10355 S. Jordan Gateway, Ste. 600 South Jordan, UT 84095	800-467-0047 inmoment.com	1,550	2002	Customer experience management, market research, data analysis for wide array of industries	Andrew Joiner CEO
10	Entrata 4205 Chapel Ridge Road Lehi, UT 84043	801-375-5522 entrata.com	1,400	2003	Internet property management software	Dave Bateman Co-Founder & CEO
11	Pluralsight 182 N. Union Ave. Farmington, UT 84025	801-784-9007 pluralsight.com	1,390	2004	Online video training and education	Aaron Skonnard Chairman & CEO
12	NICE InContact 25 W. Towne Ridge Parkway Sandy, UT 84070	801-320-3200 niceincontact.com	1,350	1997	Cloud contact center omnichannel software development	Paul Jarman CEO
13	Instructure 6330 S. 3000 E., Ste. 700 Cottonwood Heights, UT 84121	800-203-6755 instructure.com	1,291	2008	Educational software, including Canvas Learning Management System	Joshua L. Coates Executive Chairperson
14	Health Catalyst 3165 Millrock Drive, Ste. 400 SLC, UT 84121	855-309-6800 healthcatalyst.com	900	2008	Healthcare data and analytics	Daniel Burton CEO
15	DOMO 772 E. Utah Valley Drive American Fork, UT 84003	801-899-1000 domo.com	761	2010	Cloud-based business intelligence tools and data visualization	Joshua G. James Founder & CEO
16	MX Technologies Inc. 3401 N. Thanksgiving Way, Ste. 500 Lehi, UT 84043	801-669-5500 mx.com	712	2010	Financial technology serving banks, credit unions and other fintechs	Ryan Caldwell Founder & CEO
17	AdvancedMD 10876 S. River Front Parkway, Ste. 400 South Jordan, UT 84095	801-984-9500 advancedmd.com	680	1990	Cloud-based management software development for medical practices	Amanda Hansen President
18	Control4 Corp. 11734 S. Election Road SLC, UT 84020	801-523-3100 control4.com	670	2003	Automation and networking systems for residential and business	Martin Plaehn Chairman, CEO & President
19	Solutionreach 2600 Ashton Blvd. Lehi, UT 84043	801-331-7100 solutionreach.com	600	2000	Patient relationship management software for healthcare providers.	Josh Weiner CEO
20	Podium 1650 W. Digital Drive Lehi, UT 84043	801-758-0580 podium.com	575	2014	Online reputation, customer interactivity and relationship management	Eric Rea Co-Founder & CEO
21	Workfront 3301 N. Thanksgiving Way, Ste. 100 Lehi, UT 84043	801-373-3266 workfront.com	572	2001	Project/work management platform for automation and collaboration	Alex Shootman CEO
22	Lucid Software 10355 S. Jordan Gateway, Ste. 150 South Jordan, UT 84095	844-465-8243 lucid.com	520	2010	Brand templating and visual workplace platforms	Karl Sun CEO
23	Xactware 1100 W. Traverse Parkway Provo, UT 84604	801-764-5900 xactware.com	516	1983	Software for property claims and underwriting professionals	Jim Loveland President & CEO
24	Simplus 10 W. Broadway SLC, UT 84101	833-746-7587 simplus.com	500	2014	Salesforce quote-to-cash consulting and managed service software	Ryan Westwood CEO



CONNECTING BUSINESSES WITH ESSENTIAL SOLUTIONS

Our experienced technicians
are on-call 24/7. We're
committed to being prompt,
safe, and efficient to get you
back up and running!

HUNT ELECTRIC, INC.
UTAH & COLORADO

HuntElectric.com

CONNECT WITH US!



<div> <div>BIOTECHNOLOGY COMPANIES</div> <div>Ranked by Number of Employees</div> <div> <div>THE</div> <div>List</div> </div> </div>					
Company Name Address	Phone Web	Total Employees	Year Founded	Nature of Business	Top Executive
1 Merit Medical 1600 W. Merit Parkway South Jordan, UT 84095	801-253-1600 merit.com	6,000	1987	Medical instruments and supplies development and manufacturing	Fred P. Lampropoulos Chairman, President & CEO
2 ARUP Laboratories 500 Chipeta Way SLC, UT 84108	801-583-2787 aruplab.com	3,300	1984	Clinical and anatomic pathology reference laboratory, blood services provider	Sherrie L. Perkins CEO
3 Myriad Genetics 320 Wakara Way SLC, UT 84108	801-584-3600 myriad.com	2,600	1991	Development and commercialization of molecular diagnostic tests and equipment for inherited diseases	Mark C. Capone President & CEO
4 Varex Imaging 1678 S. Pioneer Road SLC, UT 84104	801-972-5000 vareximaging.com	2,000	2016	Supplier of medical X-ray tubes and image processing equipment	Sunny S. Sanyal President & CEO
5 BioFire Diagnostics 515 S. Colorow Drive SLC, UT 84108	801-736-6354 biofiredx.com	1,437	1990	Developer and marketer of BioFire diagnostic panels for viruses, bacteria, parasites, yeasts and antimicrobial-resistant genes	Randy Rasmussen CEO
6 Ultradent 505 W. 10200 S. South Jordan, UT 84095	801-572-4200 ultradent.com	1,400	1978	Developer, manufacturer and distributor of dental products and devices	Dan Fischer Founder & CEO
7 Ancestry 1300 W. Traverse Parkway Lehi, UT 84043	801-705-7000 ancestry.com	1,385	1999	DNA testing, gene analytics and online family history	Margo Georgiadis CEO
8 Biomerics 6030 W. Harold Gatty Drive SLC, UT 84116	801-355-2705 biomerics.com	1,200	1994	Contract manufacturing of medical devices for the healthcare industry	Travis Sessions CEO
9 Nelson Laboratories 6280 S. Redwood Road SLC, UT 84123	801-290-7500 nelsonlabs.com	625	1985	Full lifecycle microbiology testing for the medical, pharmaceutical and natural products industries	Jeffery R. Nelson President & CEO
10 Bard Access Systems 605 N. 5600 W. SLC, UT 84116	801-522-5000 bardaccess.com	519	1990	Innovator and marketer of vascular access devices and systems	James C. Beasley President
11 Spectrum Solutions 12248 S. Lone Peak Parkway Draper, UT 84020	801-569-0465 spectrumolutions.com	400	2005	Clinical project support, medical diagnostic solutions, biosample collection, medical device manufacturing	Stephen Fanning President & CEO
12 Edwards Lifesciences 12050 Lone Peak Parkway Draper, UT 84020	801-565-5200 edwards.com	260	1958	Manufacturing of cardiac surgery products and transcatheter heart valve systems	Michael A. Mussallem Chairman & CEO
13 Clinical Innovations 747 W. 4170 S. Murray, UT 84123	801-268-8200 clinicalinnovations.com	250	1993	Manufacturer and distributor of labor and delivery medical devices for hospitals	Ken Reali President & CEO
14 Utah Medical Products 7043 S. Cottonwood St. Midvale, UT 84047	801-566-1200 utahmed.com	173	1978	Producer and marketer of medical devices for the healthcare industry	Kevin. L. Cornwell Chairman & CEO
15 Recursion Pharmaceuticals 41 S. Rio Grand St. SLC, UT 84101	385-269-0203 recursionpharm.com	170	2013	Develops and commercializes drugs for treatment of genetic, inflammatory and infectious diseases	Chris Gibson Co-Founder & CEO
16 Deseret Laboratories Inc. 1414 E. 3850 S. St. George, UT 84790	435-628-8786 deseretlabs.com	150	1983	Custom contract manufacturing for the nutraceutical, pharmaceutical and homeopathic industries	Scott Gubler President & CEO



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.

AE URBIA is a group of architects and engineers devoted to creating and improving companies, communities and cities by creating “great spaces” which provide rich experiences.

With rising development costs, AE URBIA can provide resilient, sustainable class “A” office buildings while saving owners and contractors 20% over conventional construction.

Let AE URBIA assist you with your next building project, regardless of size or location.



J.M. Williams and Associates
909 west south jordan parkway
south jordan, utah 84095
phone: 801.746.0456 - fax: 801.575.6456
web page: a e u r b i a . c o m

HAXTON MANOR BED AND BREAKFAST

943 E South Temple Street, Salt Lake City UT 84102 | \$1,595,000



- Small Boutique Bed and Breakfast
- Historic South Temple Street Location
- 5,364 Square Feet
- 7 Bedrooms each with En Suite Baths
- 1 Bedroom Caretaker Apartment
- Gracious Entry and Dining Room
- ADA Compliant
- Covered and Open Parking Space For 6+
- Zoned SR-1 with Permitted Conditional Use Including Boutique Office Space, Single Family Home, Hospitality And More
- Motivated Seller

For more information or to schedule a tour visit:

www.loopnet.com/Listing/943-E-South-Temple-St-Salt-Lake-City-UT/18405688

www.HeidInghamRealEstate.com

© 2020 BHH Affiliates, LLC. An independently owned and operated franchisee of BHH Affiliates, LLC.

For more information, or to schedule a personal tour, contact me.



HEIDI INGHAM Associate Broker
(435) 901-9330

heidi@heidinghamrealestate.com
heidinghamrealestate.com



BERKSHIRE HATHAWAY
HomeServices
Utah Properties

LUXURY
COLLECTION

UPDATES

from page 1

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

"Best of Holladay" Event, a Holladay Chamber of Commerce event originally scheduled for Dec. 4, 11:30 a.m.-1 p.m., and featuring the third annual awards ceremony at Holladay City Hall, has been postponed to Dec. 6, 7:30 p.m., and taking place online through a Facebook Live broadcast. Details are at holladaychamber.com.

"Business Connections and Bowling," a ChamberWest event scheduled for Dec. 16, 3:30-

CLASSIFIED

CAREERS

PROCESS INTEGRATION (PI) SCIENTIFIC ENGINEER

Micron Technology Utah, LLC has openings for **Process Integration (PI) Scientific Engineer** – Module Owner in Lehi, Utah. As a Process Integration Module owner, contribute to the development and characterization of a leading edge advanced 3D XPoint latest memory technology. Mail resume to Nate Burt, 4000 N Flash Drive, MS 2-702, Lehi, Utah 84043. Please reference Job #10878.3120.

5 p.m., at All-Star Bowling & Entertainment in West Valley City, is now "Business Connections," taking place online. Free. Details are at chamberwest.com.

"Solve the Business Puzzle," a Women's Business Center of Utah event originally scheduled for Dec. 23 and taking place online, has been moved to Dec.

16, noon-1:30 p.m. Free. Details are at wbcutah.org.

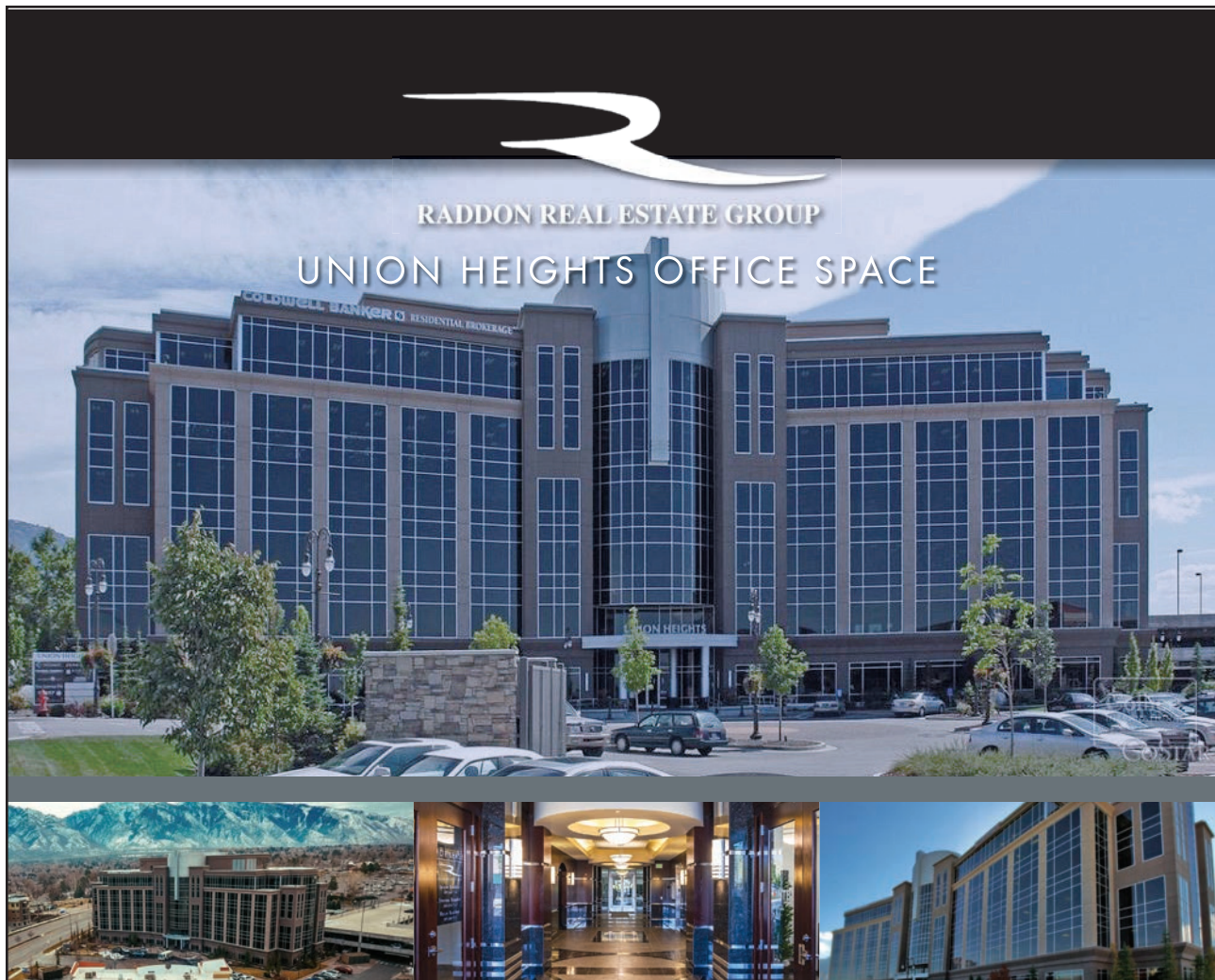
Coffee Connection, a Holladay Chamber of Commerce event taking place Dec. 30, 7:30-8:30 a.m., at Coffee & Cocoa in Holladay, has been moved online (check Facebook for details and Zoom link.) Details are at holladaychamber.com.

PRODUCT SUPPORT MANAGER

Oracle America, Inc. has openings for **Product Support Manager** positions in Lehi, UT. Job duties include: As a member of the Support organization, deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. May telecommute from home. Apply by e-mailing resume to applicant_us@oracle.com, referencing 385.20046. Oracle supports workforce diversity.

PROCESS INTEGRATION (PI) SCIENTIFIC ENGINEER

Micron Technology Utah, LLC has openings for **Process Integration (PI) Scientific Engineer** – Module Owner in Lehi, Utah. As a Process Integration Module owner, contribute to the development and characterization of a leading edge advanced 3D XPoint latest memory technology. Mail resume to Nate Burt, 4000 N Flash Drive, MS 2-702, Lehi, Utah 84043. Please reference Job #10878.3120.



CONTACT

RACE RADDON
801.576.1553
race.raddon@raddonco.com

JESSE RADDON
801.576.1553
jesse@raddondevelopment.com

ANDREW WHITWORTH
801.576.1553
andrew.whitworth@raddonco.com

7730 So. Union Park Ave., Sandy, UT 84047

Union Heights offers unmatched **onsite amenities and services**, including the 16-screen Century Theater complex and numerous restaurants. Various amenities surround the office tower, providing the **ultimate office experience**. Downtown and the Salt Lake International Airport are only **20 minutes away**.

- Class A Office Space
- Free Covered/Structure Parking
- 6,622 RSF (1st Floor)
- 11,879 RSF (2nd Floor)
- 16,160 RSF (5th Floor)

Nearby:

Vasa Fitness
Office Max
Walmart
Harmons
Target
Trader Joes
Home Depot
Maceys

Over 3 dozen restaurants and hotels within a 2-mile radius



RADDON REAL ESTATE GROUP

1111 E Draper Parkway STE 101
Draper, UT 84020

P: 801-576-1553 F: 801-576-9452

info@raddondevelopment.com
raddondevelopment.com

Revolutionizing Real Estate!

No matter what you are looking for, I can help you find it!

Why Brandon?

- Real-time notification of new listings and price changes.
- One-stop-shop access to ALL agent listings on one convenient website.
- Online access to large photos, home tours and maps that include Google® Street View.
- Prompt service and support to help you find that "just right" property.



Brandon Wixom
Licensed Commercial & Residential Broker
801.864.2626 • bwixom@gmail.com



Start your search today at: SoldByWixom.com

Prime MONEY MARKET

NEVER STOP EARNING

A MONEY MARKET ACCOUNT THAT
ADJUSTS AS THE MARKET ADJUSTS

VISIT [UCREDITU.COM](https://ucreditu.com) FOR MORE DETAILS

University
FEDERAL CREDIT UNION



The Prime Money Market Rate adjusts with the Wall Street Journal Prime Rate and can change monthly. Rate changes will take effect the month after a rate change. Prime Money Market floor rate is 0.30% APR. A minimum opening deposit of \$20,000 that has not previously been held at UFCU is required to open a Prime Money Market account. Individual SSN, ITIN or FTIN is required to apply for a Prime Money Market Account. Terms are subject to change and were last updated on 11/03/2020. Federally insured by NCUA.