

OF NOTE



When TV sports go 'classic'

With virtually every organized sport — from kids leagues to professionals — shut down because of the coronavirus threat, what's a wall-to-wall sports television network to do? Go to the archives, that's what. ESPN, for example, is filling its nine 24-hour channels and 200-plus hours of daily programming with taped versions from previous years of the events it had scheduled for this year.

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A family arrives at a Zion National Park stop after using the park's propane-fueled shuttles. A project boosted by a federal grant will test the viability of using electric vehicles at the east end of the park and could become a model followed by other parks nationwide.

Zion Park shuttle conversion could make Utah an EV leader

Brice Wallace
The Enterprise

A project aimed at bringing electric shuttle vehicles to the east section of Zion National Park is being seen as key to helping not just transportation but economic development there and in surrounding areas.

Utah Clean Cities last year was awarded a U.S. Department of Energy grant to test electric shuttles that could climb and descend the switchbacked Highway 9 and pass through the Mount Carmel Tunnel without temporarily closing the tunnel, serving as the first step of a modernized

transportation system in the region.

The EVZion three-year project, boosted by the \$780,000 federal grant, is designed to demonstrate a small-scale, environmentally sound, zero-emission electric vehicle shuttle system through the east entrance of Zion. The project would prove the viability of electric vehicles in a rugged environment with extreme temperature variations and difficult road conditions in Southern Utah and could then be scaled and deployed in other parks throughout the U.S.

"The entire Department of Energy pro-

see EVZION page 18

Clark named GOED board chair

The Governor's Office of Economic Development (GOED) board is undergoing some changes, including the departure of its chairman who has served on the board for more than two decades.

Jerry Oldroyd served on the board for 21 years, most recently as chairman. His time on the board also included serving as chair of GOED's incentives committee. Oldroyd has served as senior counsel at the law firm Ballard Spahr.

Carine Clark will replace Oldroyd as chair. She has more than 20 years of experience in the technology sector and has been



Jerry Oldroyd



Carine Clark

president and CEO of Banyan, MaritzCX and Allegiance Software. She also serves as chair of Silicon Slopes Commons.

Also leaving the board is Lorena Rizzo-Jensen, who has served as director of external affairs, government, community relations and engagement, and member communication at Molina Healthcare of Utah and Molina Healthcare of Idaho.

see GOED BOARD page 2

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

March 24, 11:30 a.m.-1 p.m.

Women in Business, a South Valley Chamber event at Make-A-Wish Utah, 771 E. Winchester St., Murray.

June 25, 7 p.m.

"Business is No Laughing Matter," a South Valley Chamber event featuring the Second City comedy troupe from Chicago, at Sandy Amphitheater, 1245 E. 9400 S., Sandy.

March 25

"Hiring Utah's Heroes Career and Benefits Fair," a Utah Department of Veterans & Military Affairs event at Mountain America Expo Center in Sandy.

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

Startup Conversation, a Silicon Slopes event at Kiln, 26 S. Rio Grande St., Suite 2072, Salt Lake City.

March 27, 4-9 p.m.

Silicon Slopes Classic, a free ski and ski race at Sundance Mountain Resort.

see UPDATES page 19

PUBLISHER'S NOTE

Due to the current concern over the spread of COVID-19 (coronavirus) along with the directives of the governor's office and the Utah Department of Health, many of our readers are now working from home and do not have the opportunity to read *The Enterprise* that is delivered to their offices. Therefore, we have decided to temporarily make the online version of the newspaper available free of charge to anyone who is interested. To access the digital version of *The Enterprise* online, go to slenterprise.com.



So. Jordan's AgilePQ acquires Seattle firm

AgilePQ, a South Jordan-based software company providing data security for the Internet of Things, has acquired Centri, a cybersecurity company based in Seattle.

“Centri’s technology is a force multiplier with AgilePQ,” said Paul Clayson, CEO of AgilePQ. “Centri and AgilePQ have been building different but complimentary world-class solutions for a market suffering from massive data breaches. This combination

strengthens the solutions of each company in post-quantum cybersecurity technology and expands our experienced and talented team of security engineers.”

“While robust, Centri’s technology was based on legacy encryption that will become increasingly vulnerable in the future and which already cannot fit on resource constrained IoT devices,” said Michael Mackey Centri’s vice president of engineering, who comes to AgilePQ as the com-

pany’s chief technology officer. “AgilePQ offers a solution that is as elegant as it is powerful. With an incredibly small footprint that allows it to fit on any device and provide post-quantum protection, it will define the future of security.”

As part of the deal, AgilePQ acquires nine Centri patents to add to its portfolio of 17 issued and 16 pending patents, all focused on data security and cryptographic implementation.

Clarus buys California protective case maker

Salt Lake City-based Clarus Corp., a global holding company focused on the outdoor and consumer industries, has acquired privately held S.K.B. Corp. for \$85 million in cash and 1,153,846 shares of Clarus common stock. Based in Orange, California, S.K.B. will continue to operate independently as a wholly owned subsidiary of Clarus.

S.K.B. was founded in 1977 by Steve Kottman and Dave Sanderson and is focused on the design and manufacture of molded polymer transport cases engineered to provide protection for a diverse range of equipment. S.K.B.’s products, known as SKB Cases, are utilized across industries, including consumer, sports, electronics, healthcare, music, photography and industrials. In 2019, S.K.B. had \$53 million in sales.

“The addition of S.K.B. will extend the company’s ‘innovate

and accelerate’ brand strategy, focused on enhancing the go-to-market process across a more diversified user portfolio,” Clarus said in a release. “Under Clarus, S.K.B. will have enhanced scale and resources, as well as access to Clarus’ robust relationships and channels to market. The acquisition is expected to further strengthen Clarus’ leadership in the outdoor and consumer industries, while providing access to new channels, including music and industrial end markets.”

“We regularly evaluate potential acquisitions to add to and complement our portfolio, and S.K.B. is a perfect match,” said John Walbrecht, president of Clarus. “We believe that the acquisition of S.K.B. presents a compelling opportunity to extend our brand formula over a broader base and advance our strategy of growing both organically and through ac-

cretive, value-enhancing transactions. We are excited to welcome the S.K.B. team to the Clarus family of brands.”

“When we founded S.K.B. in 1977, we set out to create world-class transport case products for musicians and entertainers. After four decades, we have developed a deep heritage and a loyal user base, which we have expanded into a variety of other industries,” Kottman and Sanderson said in a joint statement. “Together with Clarus, S.K.B. is poised for a new phase of growth. We are excited to partner with a company that shares our commitment to innovation and has a proven track record of growing successful brands across categories, channels and regions. We know that Clarus will continue S.K.B.’s legacy of crafting products with the superior design and engineering that our customers have come to expect and trust.”

UTOPIA Fiber completes \$23M buildout in Layton

UTOPIA Fiber, the fiber cable service provider serving much of Northern Utah, has announced that it has completed its fiber-to-the-home project in Layton, making the service available to nearly 80,000 homes and businesses. Completion of the \$23 million project, which began in July 2018, occurred recently when the last fiber cable was successfully tested. UTOPIA Fiber has begun accepting orders for all areas in the city.

“Layton has always had the vision to anticipate what fiber would mean for its community,” said Roger Timmerman, executive director and CEO of UTOPIA Fiber. “Now, the city is reaping the benefits of citywide fiber availability. This is particularly meaningful as Layton is one of UTOPIA Fiber’s 11 founding members.”

“Fiber connectivity cements Layton City as a great place to live, work and play,” said Alex Jensen, city manager. “There’s been a huge wave of support from Layton residents, particularly in the last few years, who want the astonishing speed and capacity that UTOPIA Fiber service provides. As more new developments are built, we’ll be looking to expand the fiber network.”

UTOPIA Fiber projects are funded and solely through subscriber revenue. About a third of Layton’s households have already signed up for the service, pushing UTOPIA Fiber’s residential subscribers to about 30,000 in the city.

UTOPIA Fiber is an inter-local agency that provides fiber-to-the-home services in 14 Utah cities and commercial services in over 50. UTOPIA Fiber is an open access network, meaning that the company builds the infrastructure and allows private-sector Internet service providers to offer Internet services through UTOPIA’s fiber lines.

GOED BOARD from page 1

New board members are Brad Bonham and Jesse Turley. Bonham is the founder and CEO of Walker Edison, one of the nation’s fastest-growing e-commerce dropship furniture companies. Bonham has a 100 percent CEO rating on Glassdoor.com. Turley is a private banking client advisor.

“We thank Jerry Oldroyd and Lorena Riffo-Jensen for their dedicated service as members of the GOED board,” Val Hale, GOED executive director, said in a prepared statement. “Jerry, as board chair, has devoted many hours, and we know Carine will do great things as the new board chair. We also welcome Brad and Jesse in their new roles. Their diverse experience will be an asset to the state as we continue to grow Utah’s robust economy.”

At his final board meeting earlier this month, Oldroyd praised the board and its membership.

“This is probably, I think, the best board in the state, simply because of the quality of the people that have been on the board through the years,” he said. “And, really, a lot of the pillars

of the community have been here through the years.”

Oldroyd thanked the board, GOED staff and the Economic Development Corporation of Utah. “What you guys do is fundamentally important to the state and I appreciate your commitment to Utah,” he said to the board.

The board approved a motion thanking Oldroyd “for his thoughtful leadership for 21 years and for making Utah a better state.”

“It’s been a great experience for me,” he said. “I’ve enjoyed it. I’ve had an opportunity to work with four governors, [and] I think it’s seven directors and a lot of really, really good board members. So, I’m the one who should be thanking you, thanking the four governors who have put me in this position.”

The GOED board consists of 15 members appointed to four-year terms by Utah’s governor with the advice and consent of the Utah Senate. The GOED board helps promote and encourage the economic, commercial, financial, industrial, agricultural and civic welfare of the state. GOED provides resources and support for business creation, growth and recruitment, and drives increased tourism and film production in Utah.



Brad Bonham



Jesse Turley

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Utah approved for SBA loans for businesses impacted by coronavirus

The Utah Governor's Office of Economic Development, along with Utah's congressional delegation, the state Emergency Management Division and the governor's office announced last

week that businesses impacted by coronavirus in all 29 counties in the state are now eligible to apply for low-interest loans through the Small Business Administration. "While we recognize this

loan program will not solve all of our economic challenges, it will serve as an effective tool for businesses affected by COVID-19," GOED said in a release.

The release said that Gov.

Gary Herbert has also convened an economic council to discuss additional strategies to support local businesses.

The terms of the SBA loans include a 3.75 percent interest rate

for small businesses and a 2.75 percent interest rate for non-profits. Repayment terms for the emergency loan program are up to 30 years.

Small businesses can apply for loans at <https://www.sba.gov/funding-programs/disaster-assistance>. For help in accessing the loan program, business can contact the SBA Customer Service Center at 1(800)659-2955 or disastercustomerservice@sba.gov.

SBA's Economic Injury Disaster Loans offer up to \$2 million in assistance and can provide vital economic support to small businesses to help overcome the temporary loss of revenue they are experiencing, the SBA said. These loans may be used to pay fixed debts, payroll, accounts payable and other bills that can't be paid because of the virus' impact. Actual terms of individual loans are determined on a case-by-case basis, based upon each borrower's ability to repay.

Policy change means rapid expansion of Co-Diagnostics' virus test

A new policy announced last week by the U.S. Food & Drug Administration aimed at expediting the availability of COVID-19 diagnostics will allow Salt Lake City-based Co-Diagnostics Inc. to aggressively expand its presence in the U.S. market, the company said in a release.

Co-Diagnostics was the first U.S. company to obtain a CE marking for a COVID-19 test and international shipments have continued to escalate. The CE marking certifies conformity with

health, safety and environmental protection standards for products sold within the European Economic Area and other counties of the world.

In the past month, the Co-Diagnostics has shipped its CE-marked Logix Smart COVID-19 test kits to countries all over the world. These include Italy, Germany, the United Kingdom, Turkey, Greece, the Philippines, Thailand, Australia, Paraguay, Ecuador, Israel, South Africa, and Canada, in addition to

numerous shipments to customers and research institutions in the United States.

As a result of the change announced last week by the FDA, the Co-Diagnostics test kit will soon be available for use by and marketed to a wide array of U.S. laboratories, without first requiring emergency use authorization.

"The ramifications of this new FDA policy are significant for our company," said Co-Diagnostics CEO Dwight Egan. "This change will quickly afford Co-

Diagnostics even more opportunities to serve the needs of laboratories nationwide, as we play an even larger role in responding to this pandemic. We applaud the FDA's decision to recognize the dire need for increased access to high-quality COVID-19 tests and to adapt as the situation demands in light of a public health emergency. With no known treatment or approved vaccine for the highly infectious COVID-19, the need for accurate and rapid diagnoses has never been greater."

Female founders and CEOs honored as Sego Award finalists

Finalists have been named for the 2020 Sego Awards, which recognize outstanding female founders and CEOs. More than 1,200 award entrants were received. Category winners will be announced at an awards event May 8 at Sundance Mountain Resort.

The finalists are:

Highest Overall Revenue: Jocelynn Harward, HarwardMedia; Michelle Luchese, Manly Bands; Shea McGee, Studio McGee; Shauna Smith, Four Foods Group; Heather Stone, Teton Sports; Hillary Adams, Plunder Design; Vivien Bohme, Bohme; Rebecca Buchan, Denton House Design Studio; Elizabeth Findlay, Albion Fit; and Misty Frost, Carrus.

E-Commerce: Michelle Luchese, Manly Bands; Shea McGee, Studio McGee; Betsy Mikesell, Beddy's; Mallory Stevens, Taft; Heather Stone, Teton Sports; Hillary Adams, Plunder Design; McKenzie Bauer, Thread Wallets; Vivien Bohme, Bohme; Elizabeth Findlay, Albion Fit; Misty Frost, Carrus; and Jocelynn Harward, HarwardMedia.

Fastest-Growing (Under Five Years): Erika Peterson, Clean Simple Eats; Mallory Stevens, Taft; Sarah Wilson, Chip Cookies; McKenzie Bauer, Thread Wallets; Michelle Luchese, Manly Bands; and Rachel Parcell, Rachel Parcell Inc.

Innovation in Technology: Keri Anderson, Rivn Co.; Angela Dayton, MedForums Inc.; Dr. Cheryl Lee Eberting, AZOVA; Beth Hoburg, Majelco Medical Inc.; and Kat Kennedy, Degreed.

Community & Culture:

McKay Lenker Bayer, Tiny Art Show; Susan Madsen, Utah Women & Leadership Project at Utah Valley University; Toni Ragsdale, Fill the Pot Ministry; Rona Rahlf, Utah Valley Chamber of Commerce; Nailah Blades, Color Outside; Rebekah Brewer, Utah Women in Sales; Angela Brown, Craft Lake City; Tallia Feltis, Neighborhood Art Center; and Lindsey Kneuen, Pluralsight One.

Social Media: Mary Moody,

Made by Mary; Kortni Niccoli, Kortni Jeane; Sadie Sabin, Simply Sadie Jane; Kelsey Wells, My Sweat Life; Lindsay White, The Little Milk Bar; Jessica Wise, The Litas; Becca Clason, LetterWest; Ruby Franke, 8 Passengers Productions LLC; Courtney Hansen, Mindy Mae's Market; Emily Jackson, IVL; and Whitney Call, Mallory Everton and Natalie Madsen; JK Studios.

Food & Restaurant: Allie

Adams, Keto Cakes Utah; Mary Crafts, Culinary Crafts; Venessa Dobson, Pop Art Snacks; Erin Henriod, Mozz Artisan Pizza; and Alexa Norlin, Normal Ice Cream.

Student Founder: Joni Aoki, Layla Wellness; Sarah Ferrell, Pressed; Geraldine Milne, Teak Tuning; Samery Moras, SM Media; and Audrey West, Skedaddle X.

Advocate: To be announced at the May 8 gala.

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Utah Chapter of CCIM names 2020 Excellence Awards honorees

The Utah Chapter of CCIM has honored more than 40 finalists in 16 award categories and recognized six new and redeveloped projects at its 2020 Excellence Awards event.

The annual awards program honored professionals in Utah's commercial real estate industry who exemplify the highest degree of business excellence, as well as highlighted some of the year's most notable projects and transactions.

Recipients for the top sale and lease transactions of the year were awarded in each commercial property type, as were the top producers for each property type. The top developments of the year and annual Hall of Fame award were also given. This year's Hall of Fame recipient is Vasilios Priskos (awarded posthumously), who founded InterNet Properties and was an ambassador for downtown Salt Lake City.

Other honorees are:

Architectural Firm of the Year: FFKR.

Architectural Project of the Year: Blue Sky, AJC Architects.

General Contractor of the Year: Layton Construction.

General Contractor Project of the Year: Utah Valley Hospital, Jacobsen Construction.

Community Lender of the Year (under \$75 million): Scott Nebeker, Zions Real Estate Banking Group.

Commercial Mortgage Bro-

ker of the Year: Johnny Clawson, The Clawson Group.

Commercial Lender of the Year (over \$75 million): Tim Raccuia, Zions Bank Real Estate Banking.

Private Money Lender of the Year: Heston Nielson, Keystone National Group.

Industrial Broker of the Year: Tom Dischmann, CBRE.

Investment Broker of the Year: Kip Paul, Cushman & Wakefield.

Multifamily Broker of the Year: Eli Mills, CBRE.

Office Broker of the Year: Brandon Fugal, Colliers International Partners.

Retail Broker of the Year: Christopher W. Hatch, Legend.

Specialty Broker of the Year: Mary Street, Colliers International.

Rookie Broker of the Year: Jorgi Paul, Cushman & Wakefield.

Price CCIM Scholarship Winners: Esteban Nunez, Amy Garcia, Julie Hull, Cassie Robebush and Victoria Attwood (funded jointly by Price Real Estate and the Utah CCIM Chapter and awarded to students at the University of Utah).

Top Transactions of the Year are:

Top Industrial Lease of the Year: RA Building D, Henkel US Operations (Luke Burbank and Kyle Roberts of Newmark Knight Grubb Frank representing the tenant).

Top Industrial Sale of the Year: White Mountain Business District 1-6 (Jeff Richards, Tom Dischmann, Matt McAfee and Chris Liddell of CBRE representing the seller).

Top Retail Lease of the Year: EoS Fitness, Bountiful (Christopher Hatch and Joe Mills of Legend Partners representing the tenant; Rob Moore, Tyson Moore and Dan Moore of Colliers International representing the landlord).

Top Retail Sale of the Year: Parkway Village Shopping Center (Kip Paul and Jorgi Paul of Cushman & Wakefield, John Owens and Jonathan Owens of Newmark Grubb Knight Frank, and Spencer Croshaw and Cameron Simonsen of Colliers International representing the owner).

Top Multifamily Sale of the Year: The Zeller (Eli Mills and Patrick Bodnar of CBRE representing the seller).

Top Office Lease of the Year: Divvy Pay Inc. (Trigger Reital and Jeff Rossi from Cushman & Wakefield representing the tenant; Brandon Fugal and Jordan Wall of Colliers International representing the landlord).

Top Office Sale of the Year: Vista Station 1&2 (Eli Mills and Patrick Bodnar of CBRE representing the seller).

Top Investment Sale of the Year: 4th West Apartments (Eli Mills and Patrick Bodnar of CBRE representing the seller).

Top Specialty Sale Transaction of the Year: Gale Street Land (Kip Paul and Jorgi Paul from Cushman & Wakefield representing the seller; Jake Copinga of InterNet Properties representing the buyer).

Development Winners: Mt.

View Village, Center Cal Partners; UofU Health, Sugar House, Westport Capital; HooDoo Hotel Moab, Western States; The Ritz Classic Apartments, Weidner; Blue Sky Ranch, Phillips Edison Co.; and Mountain West Office Building, Price Real Estate.

Companies OK, employees may not be ready to work from home

Corporate America is taking quick action to keep their employees safe from COVID-19, known as the coronavirus. However, a new survey from Provo-based VitalSmarts, a corporate training and leadership development company, shows that recently adopted work-from-home policies may lead to significant challenges as employees are ill-equipped to handle the changes.

According to the March study of 1,097 adults, a third of respondents say their organizations have a plan in place they are confident about and 43 percent have a basic plan — even if it is “hastily assembled.” Most plans center on remote work and travel restrictions. Specifically:

- 28 percent of respondents say their organization has already revised its work-from-home policy.
- 43 percent of organizations have revised their travel policy.
- 33 percent of respondents report having more online meetings.
- 17 percent have a new plan for video-based meetings and sales calls.

And yet, while these actions ensure employees' safety and health, they simultaneously pose a risk to the vital signs of the business. Specifically, more than one in five (21.19 percent) employees don't feel their team members have good enough collaboration habits to work effectively from home. They also say one in five leaders are either very unprepared or unprepared to manage remote teams. Overall, 65 percent are concerned COVID-19 will influence their company's operations.

While leaders are acting with agility, researchers wonder if employees will be able to follow suit.

“The speed in which American businesses have responded to this outbreak is impressive,” said Justin Hale, a productivity expert and researcher at VitalSmarts. “But if leaders aren't prepared to manage remote teams or if these teams don't have good

communication and collaboration habits in place, the effects of this virus could disrupt team connectivity, morale and accountability — not to mention results.”

A previous study from VitalSmarts about the impact of working remotely found that people who work from home have a significantly harder time addressing challenges. When they had concerns, 84 percent of remote employees said their concerns dragged on for a few days or more and 47 percent admitted to letting them drag on for a few weeks or more. Remote employees also reported seeing larger, negative impacts on results like productivity, costs, deadlines, morale, stress and retention than their on-site colleagues.

“Our research over the past three decades proves the health and success of any team is determined by the speed and quality of communication between colleagues,” said Hale. “Teams that can hold candid and effective dialogue — minus the emotions and politics — experience higher morale and results. Establishing these norms and skills with teams that are facing new ‘rules,’ new spaces and heightened emotions in the wake of COVID-19 is vital.”

Hale added that managers play a particularly important role, especially in times of uncertainty. “When managers model stellar communication, especially when it's really transparent and timely, the rest of the team follows suit,” he said. “The less managers leave their people guessing or wondering, the better. You can't overestimate the influence a manager has on his or her team's ability to engage in dialogue and create a collaborative and healthy culture — especially when distance and technology are suddenly part of the equation.”

Hales listed best practices for managing remote teams, including frequent and consistent face-to-face or voice-to-voice check-ins, explicit expectations and consistent availability of the manager to the employee.




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In this modern age of business communications, using phone apps, endless and often unwanted emails and text solicitations, robot calls, layer upon layer of social media platforms, pop-ups, banner-ads stalking users, “swipe-up/link-this/share-that,” the digital arena seems overwhelming, feels a bit saturated and is hardly unique anymore.

This could be one reason why print marketing has reemerged as a vital and growing part of almost any business marketing strategy, especially when paired with the digital platforms your company uses to prospect and retain customers. Data prove the results are consistently higher using this combined approach.

“We try to always leverage our social media and online reach with a well-designed and targeted mailing campaign,” said Ryan Whitney of Watts Group Real Estate. “I think people have become numb to all the different things crowding their inbox and cell phones, so we shifted a lot of attention back to print and people just respond better. It says you’re serious about reaching and communicating — that you made an investment to reach them more than just smother them with more emails.”

The 2018 DMA Response Rate Report brings news of amazing average direct mail response rates. The household list response rate was 9 percent in 2018, significantly up from 5.1 percent in 2017. “I just feel we know a lot more about the people we can mail to now,” noted Whitney. “Increased response rates tell us we’re talking to the right customers more often.”

Direct mail gets to your customer’s doorstep, not just their device. With a clever design, strong messaging, powerful images and a well-developed mailing list, people touch, read and retain the mailer longer and will ultimately visit your webpage for more details. There are a variety of sizes for postcards and multi-panel mailers to have a larger footprint among the mix of bills and ads in the mailbox.

“We use the biggest format allowed for a postcard,” said Whitney. “They stand out and

allow us to really showcase our properties.”

DUMAC recommends to always include a call to action in a mailer: time-sensitive offers, special pricing or other incentives to lead to website or social media links, or other techniques to increase response rates. You may even want to create a specific web landing page linked to the mailer to track responses. Dumac frequently creates personalized URLs (PURLs) for client mailers to further increase the customization of the mailer and very accurate response tracking.

It’s important to have your customer database reviewed and updated. One of the best ways to do this is also through direct mail processing. As a professional mail house, DUMAC cleans your mailing list against postal records, outputting two lists: the final mailing list with updated records and a list of undeliverable or not-valid records to be removed from the final mailing. This scrubbed data allows your business to update customer files and reduce future costs by eliminating non-valid content. In addition to working with client lists, DUMAC also researches and builds pinpoint-accurate mailing lists for its customers. With today’s free flow of detailed information, list accuracy has increased tremendously beyond simple demographic and geographic selection criteria. And once a prospect responds to a mailer, that lead becomes future gold to the company doing the prospecting. Towne Storage, a fast-growing self-storage company uses DUMAC’s list acquisition for their direct mail campaigns when opening new locations.

Burke Bradshaw, COO of Towne Storage, says, “Direct mail helps us engage with new customers and is a valuable part of our overall marketing plan.”

And, with the added sophistication of full-variable content printing using digital press technology, mailers can be customized specifically to each prospect on the mailing list. “Databases have become so rich with details now, we can literally create a custom message in a mailer for each individual,” noted Stephanie Oberlin,

Director of Business Development for DUMAC Direct Marketing. “While we certainly still do a lot of bigger mass mailing work, the highly data-integrated mailers, anywhere from 500 to 5000 names in a list, allows very refined content that’s different from one mail piece to the next. And the results are quite amazing when you’re communicating directly to the person holding the mail piece.”

The big elephant in the room is postage, an unavoidable cost associated with direct mail marketing. DUMAC uses proprietary software that sorts mailing lists down by exact delivery zone, automates delivery with unique barcode and postal endorsements, presorts then organizes the mailer in a specific order. These steps discount the postage rate for the DUMAC clients. Not only is this process seamless, DUMAC is located just five minutes from one of the largest post office hubs in the western United States which means your mail gets in your customers’ hands even faster. “You and I will affix a 55-cent stamp on a letter,” said S Oberlin. “DUMAC customers can expect to pay as little as 18 cents to 27 cents on a standard presorted mailer after we do our magic.”

DUMAC Printing & Direct Mail Marketing

DUMAC has specialized in the direct mail marketing business for more than 65 years. Headquartered in Salt Lake City (2837 South 600 West) with clients located across the country, DUMAC employs specialists with well over 100 years’ combined experience in design, production, mailing, fulfillment, list acquisition, bindery/finishing and sales/marketing strategies.

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Succeeding in Your Business

From the mailbag: The case of the doormat partner

Most of the emails I get for this column are pretty straightforward. Some, though, come straight out of the daytime soap operas, positively oozing with bile and vitriol. Here's a good one: "I am the co-founder/CEO of a seminar production company. I started a limited liability company with my partner two years ago.



CLIFF ENNICO

Unfortunately, the partnership is no longer working out. During the last year, we have had some challenges in regard to 'control' and the image of the business we want to acquire. The problem, I believe, stems from the fact that I was too generous and agreed to a 50/50 partnership from the beginning. My partner has taken advantage of that and has forgotten that it was me who invited her as a partner. I am always struggling with her in regard to decision-making and the order of business.

"She has manipulated situations in which she gained

access of the business in her possession. For example, the business was registered at her home address, the bank book ended up in her possession because she located a bank near her home, the telephone is in her home and the post office that we have a box registered is near her home. In other words, she has taken over all aspects of the

company. My partner has been very petty and whines a lot about being the first to speak at an event. She is always looking to impress others, wanting to be seen in public and letting people know she is president of a company. However, she has not been effective as a president of the company. Her letter writing skills have demonstrated only high school level. Her communications with our clients have led to confusion and ruined business relationships.

"I have decided that I want to dissolve the company. Is there any way that I can dissolve the company and keep

the name? I feel that this idea has been mine and I do not want my dreams dying because of my partner's lack of performance and inabilities."

Boy, the bloom has really gone off the rose in this relationship, hasn't it? Playing devil's advocate, though, I have some tough questions for you:

- How well did you know this person before you made her your 50 percent partner?

- Who made her president of your company?

- Who allowed her to put the business address, bank books, etc., in her name?

- When her poor communication skills cost the LLC business and customers, what did you say to her?

- Who allows her to speak first in every public appearance?

- Since there are only two of you, the answer should be obvious.

Now, I'm not saying you're at fault here — your partner sounds like one egotistical bird — but when partnerships go bad, it's usually because of a

failure to communicate, and it takes two to create a communication problem. I sense that you haven't been nearly as assertive as a 50 percent partner has every right to be. In the interest of being professional — or just nice — you have allowed this person to walk all over you. With only a 50 percent interest in the LLC, she cannot do anything — I mean anything — without your approval, and you have to let her know in no uncertain terms that she is to do nothing with this business unless the two of you do it together.

If that doesn't work, you will have to consider dissolving the LLC and going your separate ways. Most states have a procedure where if an LLC is deadlocked (the partners can't agree on anything, so nothing is getting done), you can petition a state court to dissolve the LLC, and the court will determine who gets what LLC assets (such as the name). You should talk to an attorney and find out how much time and money that will take; court proceed-

ings are never quick, easy or inexpensive, even if one party is clearly in the right. And there's no assurance you will win the suit. In a dissolution proceeding, the court may go out of its way to ensure that the LLC assets are split equally, and you may not come away with the assets you really need to stay in business.

Short of dissolving the LLC, you can always make an offer to buy your partner's interest in the LLC. If she agrees, you get to keep the name, although she will probably want the right to compete with you, and there isn't much you can do about that at this point. Or, if the name really isn't all that important, you can offer to sell your interest in the LLC to her for a small sum, say \$1, strike out in business on your own and leave her to "twist slowly, slowly in the wind" as her poor management skills become obvious to the LLC customers.

The key question is: Who do your customers think is better positioned to continue providing services to them? If they agree you are the one who makes this business happen, and your customers look to you as their primary contact within the LLC, then you shouldn't worry that your partner will steal business from you after you have parted company.

If, however, the customers view your partner as the driving force behind this business and perceive you as being merely in her shadow, then breaking up would actually be to your disadvantage. This business may have been your idea in the beginning, but she has taken your idea and made it successful, and the customers will follow her, not you, once you part company. If this is the case, maybe the best thing is to swallow your pride and let her be the star of the show, knowing that you're getting 50 percent of the profits from her successful efforts in producing and marketing these seminars.

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

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Industry Briefs

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

ARTS/ENTERTAINMENT

• The **Governor's Office of Economic Development (GOED)** board, at its March meeting, approved a pair of motion picture incentives. **Smokejumper Films LLC** was approved for a cash rebate up to \$39,985 for "Good Fire," a feature documentary expected to spend \$199,925 in Utah. Principal photography is scheduled for May 10-June 30. The documentary will tell about Yurok tribal members and women wildland firefighters who "challenge the notion of fire as our enemy," according to GOED documents. Directors are Holly Tuckett and Marissa Lila. Producers are Jenn Lee Smith and Katy Bettner. **Good Coyote Films LLC** was approved for a cash rebate up to \$10,764 for "Avocado Toast," a comedy feature expected to spend \$53,820 in Utah. Principal photography is scheduled for April 15-May 3. The film will tell the story of a family man "who risks everything he has by experimenting with millennialism." The director is Tyler Farr, who is a producer along with Karl Danielson.

ECONOMIC INDICATORS

• **Utah** is the No. 38 best state for **hiring veterans**, according to a study by **InMyArea.com**, using the most recent data from state and federal governments, U.S. Bureau of Labor Statistics, U.S. Census Bureau and the Veterans Affairs Administration. The rankings were determined by analyzing government hiring practices, unemployment rates, median income, veteran business ownership and job training investment per veteran in every state. Utah has a veteran unemployment rate of 4.6 percent, compared to the national average of 3.47 percent; saw unemployment since 2014 fall 6.1 percent, compared with a 26.3

percent decrease; a median annual wage for veterans of \$46,981, compared with \$41,828.58; had 112.4 veteran-owned businesses per 1,000 businesses, compared with 148.21; and had Veteran Affairs job training expenditures of \$699.21 per veteran, compared with \$607.75. The best state for hiring veterans is New Jersey. The worst is Ohio.

• **Utah** ranks No. 35 among states for the **lowest state tax rate in the U.S.**, according to a study by **SeniorLiving.org**, using the most recent data from the Tax Foundation, U.S. Census Bureau, Zillow, AAA and the American Petroleum Institute through 2019. Utah residents pay 5.97 percent in state taxes, compared to the national average of 5.41 percent. The rankings were determined by measuring income tax, sales tax, property tax and gas tax in each state. Utah has the No. 36 income tax rate, 5 percent; No. 4 effective property tax rate, 0.5 percent; No. 25 effective sales tax rate, 6.85 percent; and No. 21 effective gas tax rate, 10.53 percent. The highest tax rate is in California. The lowest is in Alaska.

EDUCATION/TRAINING

• **Utah Valley University** has been selected by the Martha Hughes Cannon Statue Oversight Committee as the new home for the statue of television pioneer **Philo T. Farnsworth**. The statue will be removed from National Statuary Hall in Washington, D.C., and transported back to Utah prior to the installation of the statue of Dr. Martha Hughes Cannon later this year.

ENERGY/NATURAL RESOURCES

• **Vivint Solar**, a Lehi-based residential solar provider, has announced that **Ellen Smith** has been appointed to the company's board of directors and audit committee. Smith has more than 30 years of experience in power generation. She currently is senior managing director of power and utilities for FTI Consulting.



Ellen Smith

Before that, she was executive vice president and chief operations officer for National Grid PLC, a multinational power utility where she was responsible for U.S. operations, LNG facilities and power plants. She also served in various leadership positions at Hess Corp. and Pratt & Whitney Power Systems.

• Earlier this month, an innovative collaboration between **Weber State University** and **Ogden City** resulted in students working to build a new all-electric home at 2807 Quincy Ave, Ogden, with plans for additional homes in the future. Students from the Department of Construction & Building Sciences in WSU's College of Engineering Applied Science & Technology formed the senior project team. They are finalists in a two-year competition called the 2020 Department of Energy Solar Decathlon. Ten teams from around the world design and construct highly efficient and innovative buildings powered by renewable energy.

NONPROFITS

• The **Utah Advanced Materials & Manufacturing Initiative (UAMMI)** has selected **Tulinda Larsen** as its new executive director. Larsen has extensive experience of managing aerospace industry organizations, especially in the emerging Urban Air



Tulinda Larsen

Mobility industry. Among the positions she has held in the indus-

try, her most recent was executive director of Deseret Unmanned Aerial Systems. She also has more than 40 years of experience in commercial aviation, experience with outdoor recreation industries and an understanding of emerging trends and economic drivers in recreational sports, and government and industry data commercialization. Larsen succeeds **Jeff Edwards**, who served as UAMMI's first executive director starting in January 2017. Edwards stepped down to serve a mission with his wife, Karamea, in the public affairs department for The Church of Jesus Christ of Latter-day Saints in New Zealand and the South Pacific region. UAMMI is a nonprofit organization bringing together public, private, community, industry and education partners to assure growth and sustainability of Utah's advanced materials and manufacturing industry.

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REAL ESTATE

• **Woodside Homes**, a Salt Lake City-based designer and builder of homes, has selected **Chris Williams** as its new chief customer officer. Williams most recently served as president of

Woodside's California Central Valley division for nearly 14 years. In 2017, Williams was selected as the chairman of the company's Customer Experience Steering Committee.

• **Eagles Landing**, a 378-unit, garden-style, multifamily property in Salt Lake City, has been sold by **Mount Auburn Capital Group** to real estate investment firms **Marble Partners LLC** and **Lion Real Estate Group**, who purchased the property through a joint venture with **MHW Salt Lake City LLC**, a private fund created by **Whittier Trust Co.**, based in South Pasadena, California. It is the first acquisition for Marble Partners and Lion Real Estate Group in Salt Lake City. Berkadia announced the sale and secured the financing. Managing director Greg Barratt of Berkadia's Salt Lake City office completed the sale on behalf of Mount Auburn Capital Group. Senior director Michael Slovitt of Berkadia's Chicago office also secured financing for the property on behalf of the buyer. Located at 625 S. Redwood Road, Eagles Landing features one- and two-bedroom floor plans. In conjunction with their acquisition, the buyers will rebrand the property as **Ashford Apartments**.

RECOGNITIONS

• Four Utah companies are ranked in the list of **2020 Best Workplaces in Technology** by **Great Place to Work** and **Fortune**. In the large-company category, **Pluralsight**, Farmington, is ranked No. 10. In the category of small and medium companies are No. 3 **BambooHR**, Lindon; No. 12 **Lucid Software Inc.**, South Jordan; and No. 17 **You Need a Budget LLC**, Lehi. The rankings are based on anonymous survey responses from more than 100,000 employees at Great Place to Work-certified organizations in the technology industry.

• **Workfront**, a Lehi-based work management application platform company, has been named a leader in the first-ever "IDC MarketScape: Worldwide Work Management and Project and Portfolio Management 2020 Vendor Assessment." The report evaluated nine vendors on capabilities and strategies and provided an in-depth analysis to aid business leaders in researching and evaluating work management and PPM solutions. IDC provides market intelligence, advisory services and events for the information technology, telecommunications and consumer technology markets.

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Industry Briefs

BRIEFS

from previous page

• **The Muller Co. and Canyon Park Technology Center**, Orem, have received a "Big Check" from Rocky Mountain Power's (RMP) **Wattsmart Energy Efficiency** program for commercial and industrial customers. Canyon Park Technology Center is a collection of 13 low-rise office buildings totaling 910,433 square feet and situated on 85 acres. Energy efficiency projects have included LED lighting retrofits, decommissioning of old CRAC/UPS systems and numerous HVAC upgrades. The recognition from RMP is related to Canyon Park's first-year success surrounding the Energy Project Manager (EPM) co-funding program. During the 2019-20 co-funding period, Canyon Park saved over 3.3 million kWh and received \$193,323 in incentives for its efficiency efforts.

RURAL UTAH

• The **Governor's Office of Economic Development** (GOED) board, at its March meeting, endorsed four \$50,000 Rural Fast Track grants. **Ritual Chocolate Inc.**, of Charleston in Wasatch County, was endorsed

for a grant to help the company purchase equipment to manufacture chocolate and confectionery and to build out an expanded production shop. The \$300,000 project is expected to result in four full-time positions. **KL Steck Inc.**, dba **House of Glass**, of Ephraim in Sanpete County, was endorsed for a grant to help the company purchase custom glass-cutting equipment and build a building for new equipment operations. The \$278,000 project is expected to result in one new full-time position. **Itty Bitty Equipment**, of Richmond in Cache County, was endorsed for a grant to help the company build a 6,000-square-foot metal building for truck services and repairs. The \$250,000 project is expected to result in one new full-time position. **Pink Elephant Coffee Roasters**, of Charleston in Wasatch County, was endorsed for a grant to help the company purchase equipment to manufacture coffee products. The \$109,000 project is expected to result in one new full-time position. All four grants had been approved by the Governor's Rural Partnership Board.

SERVICES

• **Extra Space Storage Inc.**, Salt Lake City, has announced that **James Overturf**, executive

vice president and chief marketing officer, will retire, effective June 30. Overturf has spent 21 years in various roles with the company. The board of directors has selected **Samrat Sondhi**, the company's executive vice president and chief operations officer, to succeed Overturf as chief marketing officer. Sondhi has been a member of the company's executive team since Jan. 1, 2014. Prior to that,



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Samrat Sondhi



Matthew
Herrington

was purchased by Extra Space in July 2005. The board of directors also has selected **Matthew "Matt" Herrington**, the company's current senior vice president of operations, to succeed Sondhi as executive vice president and chief operations officer. Herrington has served as the senior vice president of operations for five years. He has been with the company since 2007 in various roles, including divisional vice president and senior district manager.

TECHNOLOGY/LIFE SCIENCES

• **Code Corp.**, a Salt

he served on the company's senior management team for eight years, operating in various roles, including senior vice president of revenue management. Prior to joining the company, Sondhi served for two years as vice president of revenue management for **Storage USA**, which was purchased by Extra Space in July 2005. The board of directors also has selected **Matthew "Matt" Herrington**, the company's current senior vice president of operations, to succeed Sondhi as executive vice president and chief operations officer. Herrington has served as the senior vice president of operations for five years. He has been with the company since 2007 in various roles, including divisional vice president and senior district manager.

Lake City-based scanning and decoding technology company, has announced that **Barclay McFadden III** has stepped down as chairman of the board after 20 years of service, and **Dennis Kaill** will succeed him. Kaill has been on Code's board since 2015. He has more than 25 years of senior leadership experience in the software and technology sectors. Before joining Code's board, Kaill spent 10 years as president/managing director of Microscan Systems. McFadden remains a member of the board of directors. Before joining Code, McFadden served as the chairman and CEO of Stow Mills in New Hampshire from 1976-97. McFadden also serves as chairman of American Stainless in Cheraw, South Carolina.

• **StorageCraft**, a Draper-based data protection, data protection, data management and business continuity solutions company,



Andy Zollo

has promoted **Andy Zollo** to head of global sales. Zollo previously was in charge of StorageCraft sales in EMEA and APAC.

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Calendar

Calendar listings are provided as a free service to our readers. Information about upcoming events may be sent to brice@slenterprise.com. The submission deadline is one week before publication. **NOTE: Because of concerns with the coronavirus, events listed here may be postponed or canceled. Check with event sponsors for details.**

March 24, 8:30-11 a.m.

“Instagram for Business: Curate your Instagram Feed,” a Small Business Development Center (SBDC) event. Location is Salt Lake SBDC, Salt Lake Community College, MCPC Building 5, Room 333, 9750 S. 300 W., Sandy. Cost is \$10. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 24, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is The Monarch, 4455 25th St., Ogden. Cost is \$20 for members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

March 24, 11:30 a.m.-1 p.m.

Lunch Event, a Holladay Chamber of Commerce event. Topic is the health benefits of therapy animals. Location is Tandoor, 4828 S. Highland Drive, Holladay. Details are at holladaychamber.com.

March 24, 5-7 p.m.

Business After Hours Mixer, a Park City Chamber/Bureau event. Location is DeJoria Center, 970 N. State Road 32, Kamas. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

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

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

March 24, 6-8 p.m.

“How to Get the Most Out of Advertising,” a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

Coffee Connection, a Holladay Chamber of Commerce event. Location is Kokopellis Koffee House, 3955 S. Highland

Drive, Millcreek. Details are at holladaychamber.com.

March 25, 8:30-10 a.m.

“Pay Equity: This Train Isn’t Stopping Any Time Soon, So You Better Be On Board,” an Employers Council event that is part of the five-part Legal Breakfast Series. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

March 25, 10 a.m.-4 p.m.

CrossTalk, a Utah Advanced Materials + Manufacturing Initiative event in conjunction with the Wasatch Front Materials Expo and featuring presentations, discussions and networking. Location is Salt Lake Community College’s Miller Campus, Sandy. Cost is \$6, \$15 for event and lunch. Registration can be completed at <https://uammi.ticketspice.com/crosstalk2020>.

March 25, 4-8 p.m.

Utah SAMPE Wasatch Front Materials Expo, an event focused on advanced materials and featuring 62 vendors. Location is Salt Lake Community College’s Miller Campus, Sandy. Free. Registration can be completed at Eventbrite.com.

March 25, 6:30-8 p.m.

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

March 26, 8:30 a.m.-12:30 p.m.

“Interviewing: How to Gain a Competitive Edge,” an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

March 26, 11:30 a.m.-1 p.m.

Business Luncheon Series, a Murray Area Chamber of Commerce event. Location is Stevens Henager College, 171 E. Vine St., Murray. Cost is \$20 for members, \$25 for nonmembers. Details are at murraychamber.org.

March 26, 11:30 a.m.-1 p.m.

WBN Luncheon, a Utah Valley Chamber event. Location is Utah Valley Home Builders Association, 707 E. Mill Road, Suite 201, Vineyard. Cost is \$25. Details are at thechamber.org.

March 26, 6-7 p.m.

Small Business Development

Center (SBDC) Clinics, including “Legal Clinic,” “Intellectual Properties Clinic” and “Accounting Clinic.” Location is the Orem/Provo SBDC, Utah Valley University, 815 W. 1250 S., Orem. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 27, 7:30-8:30 a.m.

“Eggs & Issues,” a Murray Area Chamber of Commerce event. Speaker is Catina Struble of the American Cancer Society. Location is Mimi’s Café, 5223 S. State St., Murray. Free (pay if ordering from the menu). Open to the public. Details are at murraychamber.org.

March 27, 8 a.m.-5 p.m.

Lean Manufacturing 101 with Simulation, a Salt Lake Community College event featuring presentations and hands-on activities focused on lean manufacturing principles to reduce waste and improve an organization’s bottom line. Location is Salt Lake Community College’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$300. Details are available at mireya.castillo@slcc.edu.

March 31, 8:30-11 a.m.

“Selling Without Guilt and Stigma,” a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, Building 5, 9750 S. 300 W., Sandy. Cost is \$10. Details are at <https://clients.utahsbdc.org/events.aspx>.

March 31, 6-7 p.m.

After Hours Social, a Holladay Chamber of Commerce event. Speaker Jim Santangelo of the Wine Academy of Utah will discuss the terminology and tasting techniques used by the pros. Location is 3 Cups, 4670 S. 2300 E., Holladay. Cost is \$42. Details are at holladaychamber.com.

April 1

IT Exchange, an IT trade show and conference hosted by VLCM. Event includes vendors, breakout sessions, prizes and more. Location is Mountain America Expo Center, 9575 S. State St., Sandy. Details are at <https://www.vlcmtech.com/it-exchange>.

April 1, 3:30-5 p.m.

“Business Connections & Bowling,” a ChamberWest event. Location is Pins & Ales – All Star Bowling & Entertainment, 1776 W. 7800 S., West Jordan. Registration can be completed at www.chamberwest.com.

April 2, 8:30-10:30 a.m.

“I-9: Self-Audit Workshop,”

an Employers Council event featuring hands-on instruction and examples of how to audit Form I-9s to ensure compliance with USCIS regulations, as well as make corrections the right way. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

April 2, 11:30 a.m.-1 p.m.

Networking Lunch, a Murray Area Chamber of Commerce event. Speaker is Matt Gibbons of YPC. Location is Twigs Bistro & Martini Bar, 6223 S. State St., Murray. Cost is \$20 for members, \$30 for guests. Details are at murraychamber.org.

April 3, 8-10 a.m.

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

April 3, 8-10 a.m.

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

April 6, noon-1:30 p.m.

“America’s Role in the World: Why Leading Globally Matters to Utah,” a U.S. Global Leadership Coalition invitation-only event. Featured speaker U.S. Sen. Mitt Romney, R-Utah, will discuss the positive impact of global affairs programs in Utah. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Details are at <https://www.usglc.org/events/leading-globally-matters-locally-ut-2020/>.

April 7, 11:30 a.m.-1 p.m.

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

April 8, noon-1 p.m.

“Startup Stories,” a Kiln event featuring Mike Maughan, head of brand growth, global insights and strategic initiatives at Qualtrics. Location is 2701 N. Thanksgiving Way, Suite 100, Lehi. Details are at kiln.co/events.

April 8, 5-7 p.m.

“Business After Hours,” an Ogden-Weber Chamber of Commerce event. Location is Capstone Classical Academy,

3885 U.S. 89, Pleasant View. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

April 9, 8:30 a.m.-4 p.m.

“Supervisory Skills Program,” an Employers Council event over four consecutive Thursdays. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$740. Details are at employerscouncil.org.

April 9, 11 a.m.-1 p.m.

“Protecting Your Business with Business Contracts,” a Zions Bank Business Success Academy workshop. Location is Zions Bank, Business Resource Center, 310 S. Main St., first floor, Salt Lake City. Free, but registration is required. Registration can be completed at utresources@zionsbank.com or at (801) 844-7900.

April 9, noon-1 p.m.

“Lunch & Learn: Buffer Your Social Media,” a Park City Chamber/Bureau event for members only. Speaker is Lynn Smargis of Write for You. Location is Park City Hospital, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

April 10, 7:45-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event. Location is The Argo House, 529 25th St., Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

April 14, 7:30 a.m.-3 p.m.

Women in Business Spring Conference, a ChamberWest event. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Sponsorship opportunities available. Details are available at (801) 977-8755 or chamber@chamberwest.com.

April 14, 8 a.m.-noon

“HR Management Program: Advanced HR Competencies,” an Employers Council event over Tuesdays through May 12. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$740. Details are at employerscouncil.org.

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

“The Effective and Legal Manager,” part of the Salt Lake

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CALENDAR

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Community College Frontline Leader Workshop Series and designed to maximize the performance of your team, legally, from the interview and selection process through coaching, developing talent, and disciplining when needed. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$250. Details at <https://www.slcc.edu/workforce/courses/frontlineleader.aspx>.

April 14, 9:30-10:30 a.m.

Member Showcase, a Park City Chamber/Bureau event. Location is Park City Chamber/Bureau, 1850 Sidewinder Drive, Suite 320, Park City. RSVP required. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

April 15, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is Residence Inn by Marriott, 171 E. 5300 S., Murray. Free with pre-registration. Details are at murraychamber.org.

April 15, 9 a.m.-3 p.m.

Second Annual Valley Visioning Summit, an Association of Utah County Chambers event. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Cost is \$50. Details are at thechamber.org.

April 15, 1-5 p.m.

2020 B2B Expo, a Davis Chamber of Commerce event. Location is Davis Conference Center, 1651 N. 700 W., Layton. Details are at davischamberofcommerce.com.

April 15, 3:30-5 p.m.

"Business Connections & Bowling," a ChamberWest event. Location is Pins & Ales – All Star Bowling & Entertainment, 3620 S. 2400 W., West Valley City. Registration can be completed at www.chamberwest.com.

April 16, 23, 30

Digital Marketing Academy 2.0, a South Valley Chamber event. Presenters are representatives of Firetoss, who will discuss attribution modeling, SEO, advanced paid media strategies and programmatic advertising. Location is Salt Lake Community College's Miller Campus, MFEC 223, Sandy. Cost is \$75 for members, \$150 for nonmembers. Registration can be completed at Eventbrite.com.

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

"Multiplying Lasting Profitable Relationships," a West Jordan Chamber of Commerce event. Presenter is Clay Neves of Personal Sales Dynamics. Location is West Jordan City Hall Community Room, 8000 S. Redwood Road, West Jordan. Free for members, \$10 for nonmembers. Details are at westjordanchamber.com.

April 16, 4-6 p.m.

After Hours, an ACG (Association for Corporate Growth) Utah event. Location is Punchbowl Social, 6 N. Rio Grande St., The Gateway, Salt Lake City. Cost is \$10 for members, \$20 for nonmembers. Details are at acg.org/utah/events.

April 17, 8 a.m.-noon

"Sticky and Strong: Winning Campaign Strategies," a Salt Lake Chamber Professional Development Series event. Speaker is Bill Nixon, chairman and CEO of Policy Impact Communications. Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. "Sticky and Strong" workshop costs \$99 for members, \$149 for nonmembers. Course fee for "Mastering Media Management" is \$350 for members, \$550 for nonmembers (includes three workshops during 2020). Details are at slchamber.com.

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

Third Friday Speed Networking, a South Jordan Chamber of Commerce event. Location is Megaplex at the District, 3761 W. Parkway Plaza Drive, second floor, South Jordan. Cost is \$10. Details are at southjordanchamber.org.

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

"Reasonable Suspicion: Briefing for Managers and Supervisors," an Employers Council event. Location is

Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

April 17, noon-1 p.m.

"Silicon Slopes Live," a live recording of the Silicon Slopes podcast and featuring Sam Malouf, president and CEO of Malouf. Location is Silicon Slopes, 2600 W. Executive Parkway, Suite 140, Lehi. Free. Details are at silicon-slopes.com.

April 21, 7:15-9 a.m.

2020 Partners In Education Appreciation Breakfast, an Ogden-Weber Chamber of Commerce event. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Free for chamber guests. Details are at ogdenweberchamber.com.

April 21, 8 a.m. – 4 p.m.

"The Effective and Legal Manager," part of the Salt Lake Community College Frontline Leader Workshop Series and designed to maximize the performance of your team, legally, from the interview and selection process through coaching, developing talent, and disciplining when needed. Location is SLCC Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <https://www.slcc.edu/workforce/courses/frontlineleader.aspx>.

April 21, 8 a.m.-2 p.m.

"Technology Grant Ideathon," a Utah SBIR Center event in partnership with The Mill, the Veterans Business Resource Center and the Small Business Development Center that is a hands-on workshop to learn how to effectively search through a solicitation to find a grant opportunity, participate in a group ideation, validate ideas, and prepare a plan of action to get grant funding. Location is The Mill at Miller Campus, Salt Lake Community College's Miller Campus, Building 5, Corporate Partnership Center, 9690 S. 300 W., Sandy. Cost is \$20. Registration can be completed at Eventbrite.com.

April 21, 11:30 a.m.-1 p.m.

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

April 21, 11:30 a.m.-1 p.m.

Lunch Event, a Holladay Chamber of Commerce event. Speaker Sheryl Gillilan from Holladay Arts will discuss Holladay Arts Council's goals, events and projects for 2020 and beyond. Location is Taqueria 27, Holladay, 4670 Holladay Blvd.

East, Holladay. Details are at holladaychamber.com.

April 22, 8:30 a.m.-12:30 p.m.

"Job Analysis and Effective Job Descriptions," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

April 23, 1-4 p.m.

Spring Benefits & Compliance Session titled "Strategies to Improve Company Compliance, Safety and Culture," a Hays Cos. event. Speakers from Hays Cos. are Nick Karls, attorney and associate director of compliance; Tom Goeltz, director of risk management services; and Dave Ross, executive vice president and director of underwriting services. Location is Loveland Living Planet Aquarium, 12033 Lone Peak Parkway, Draper. Free.

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

Professional Development Series, a ChamberWest event. Speaker Ryan Nelson, Utah president of Employers Council, will discuss "Medical Cannabis in Your Workplace – Your Obligations and Options." Location is TownePlace Suites by Marriott West Valley, 5473 W. High Market Drive, West Valley City. Cost is \$20 for members with RSVP. Details are at (801) 977-8755 or chamber@chamberwest.com.

April 27, 7:30-8:30 a.m.

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

April 28, 11 a.m.-2 p.m.

Utah Diversity Career Fair, presented by Galileo Financial Technologies. Event features a diversity and inclusion panel discussion from 10-11 a.m. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Registration can be completed at Eventbrite.com.

April 28, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is The Monarch, 4455 25th St., Ogden. Cost is \$20 for members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

April 29, 7:30 a.m.-noon

Spring 2020 Nubiz Symposium. Location is Weber State University, Shepherd Building, 3910 W. Campus Drive, Ogden.

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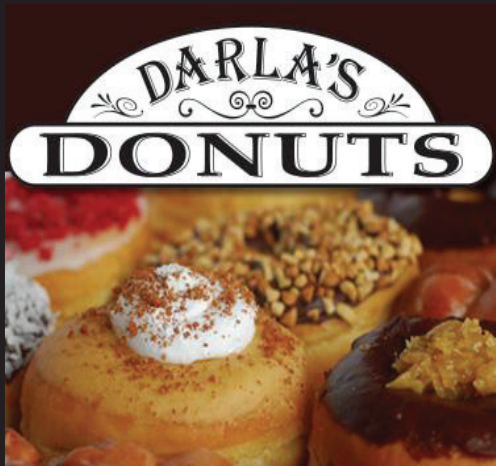
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Cost is \$49. Details are at ogdenweberchamber.com.

April 29, 7:30 a.m.-2 p.m.

South Jordan Business and Entrepreneurial Summit and Expo. Location is Salt Lake Community College's Miller Campus, Karen Gail Miller Conference Center, 9750 S. 300 W., Sandy. Details are at southjordanchamber.org.

April 29, 8:30 a.m.-3 p.m.

"Managing the Ill or Injured Worker Under the ADA, FMLA and Workers' Compensation," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$305. Details are at employerscouncil.org.

April 29, 9-11 a.m.

"De-Stink Your Marketing," a Zions Bank Business Success Academy workshop. Location is Zions Bank, Business Resource Center, 310 S. Main St., first floor, Salt Lake City. Free, but registration is required. Registration can be completed at utresources@zionsbank.com or at (801) 844-7900.

May 1, 8-10 a.m.

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

May 1, 8-10 a.m.

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

May 5, 10-11:30 a.m.

Brunch Event and Fav Anniversary, a Holladay Chamber of Commerce event. Location is Fav Bistro, 1984 E. Murray Holladay Road, Holladay. Details are at holladaychamber.com.

May 5, 11:30 a.m.-1 p.m.

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

May 6, 3:30-5 p.m.

"Business Connections & Bowling," a ChamberWest event. Location is Pins & Ales – All Star Bowling & Entertainment, 1776 W. 7800 S., West Jordan. Registration can be completed at www.chamberwest.com.

May 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.

May 7, 8:30 a.m.-12:30 p.m.

"Fair Labor Standards

Act Essentials," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

May 8, 7:45-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event. Location is The Argo House, 529 25th St., Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

May 8, 8-11 a.m.

Professional Development Workshop, a Salt Lake Chamber event. Sara Jones, president of InclusionPro, will discuss "The Language of Inclusive Leadership." Location is the Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. Cost is \$75 for members, \$99 for nonmembers. Details are at slchamber.com.

May 8, 8:30 a.m.-3 p.m.

Utah Veteran Business Conference 2020, a Utah Veteran Owned Business Partnership event. Location is Salt Lake Community College's Miller Campus, Karen Gail Miller Conference Room, 9750 S. 300 W., Sandy. Cost is \$30. Details are at slchamber.com.

May 12, noon-3:30 p.m.

Golf Clinic, a ChamberWest Women in Business event. Location is The Ridge Golf Club, 5055 S. Westridge Blvd., West Valley City. Cost is \$60 for mem-

bers by May 5, \$85 thereafter and for nonmembers. Details are at chamberwest.com.

May 13, 8 a.m.-5 p.m.

Lean Manufacturing 101 with Simulation, a Salt Lake Community College event featuring presentations and hands-on activities focused on lean manufacturing principles to reduce waste and improve an organization's bottom line. Location is Salt Lake Community College's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$300. Details are available at mireya.castillo@slcc.edu.

May 13, 8:30-10 a.m.

Chamber Launch, a Salt Lake Chamber event. Location is Radisson Hotel Salt Lake City Downtown, 215 W. South Temple, Salt Lake City. Free. Details are at slchamber.com.

May 14, 7:30 a.m.-3 p.m.

2020 Chamber Golf Classic, an Ogden-Weber Chamber of Commerce event. Location is Mount Ogden Golf Course, 1787 Constitution Way, Ogden. Event includes breakfast at 7:30 a.m., shotgun start at 8:30 a.m., and lunch and awards at 1 p.m. Sponsorships are available. Details are at ogdenweberchamber.com.

May 18

Ninth Annual Governor's Energy Summit, presented by the Governor's Office of Energy Development, in partnership with Utah Media Group and

HBW Resources. Morning keynote speaker is Paul Browning, president and CEO of Mitsubishi Hitachi Power Systems Americas Inc. Lunch keynote speaker is Georgios Papadimitriou, head of Enel Green Power North America. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Early-bird cost is \$129. Details are at governorsenergysummit.com.

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

"Effective Presentations," part of the Salt Lake Community College Frontline Leader Workshop Series and focused on organizing ideas to create and deliver coherent and convincing oral presentations. Location is Salt Lake Community College's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <https://www.slcc.edu/workforce/courses/frontlineleader.aspx>.

May 19, 8 a.m.-3:30 p.m.

Third Annual Wasatch Back Economic Summit. Location is Zermatt Resort, 784 Resort Drive, Midway. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

May 19, 11 a.m.-1 p.m.

Business Women's Forum. Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at slchamber.com.

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

Lunch Event, a Holladay Chamber of Commerce event. Location is Taqueria 27, Holladay, 4670 Holladay Blvd. East, Holladay. Details are at holladaychamber.com.

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

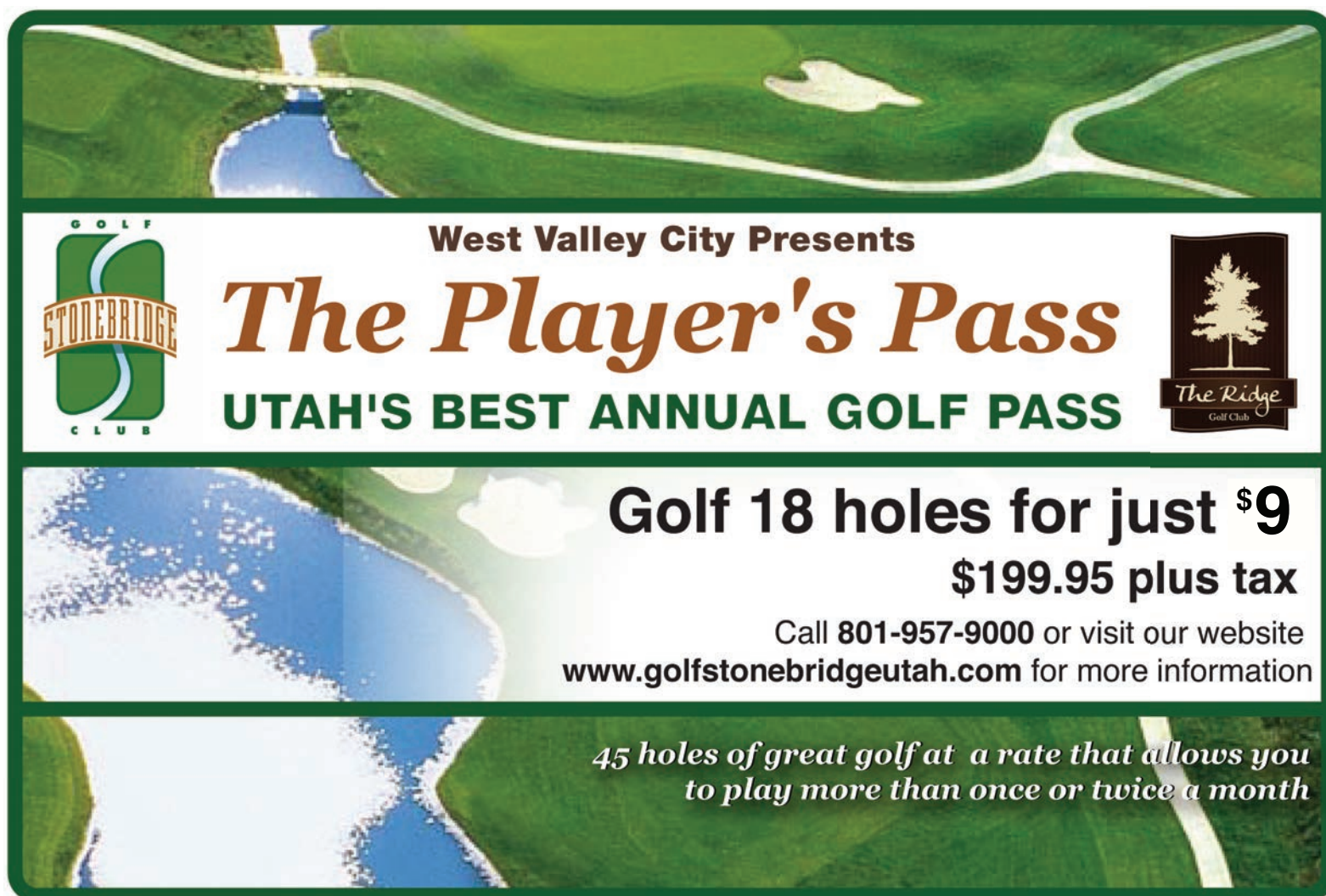
Business Alliance Networking Luncheon, a Davis Chamber of Commerce event. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free. No RSVP required. Details are at davischamberofcommerce.com.

May 20, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is Residence Inn by Marriott, 171 E. 5300 S., Murray. Free with pre-registration. Details are at murraychamber.org.

May 20, 3:30-5 p.m.

"Business Connections & Bowling," a ChamberWest event. Location is Pins & Ales – All Star Bowling & Entertainment, 3620



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Opinion

Supply and demand, hoarding, price gouging and the coronavirus

As the saying goes, “Nothing is certain but death and taxes.” I would add, “and anti-price gouging legislation in times of crisis.” Yet price increases in the face of sudden shortages are an important impetus to restore supply-and-demand market conditions that are closer to normal.

As many of us have experienced in the past few weeks, buying toilet paper, hand sanitizer and face masks has become more difficult and more expensive. The reason, of course, is that unusually large numbers of people are rushing to buy these and other products that might prevent the spread of the coronavirus. It's normal for people to stock up on supplies during crises. The immediate results are empty store shelves, soon followed by higher prices.

When this happens, politicians around the globe demand an end to the price hikes. The goal is to improve consumer access to the products now in higher demand.

In New Jersey, for instance, at least 10 retailers have received warnings from the government to stop their so-called price gouging. Similarly, the French government announced that it won't tolerate such price increases and will soon decree a price ceiling

on face masks and hand sanitizers. In a move guaranteed to worsen and lengthen the shortages, French officials are even going so far as to appropriate stocks of masks. Recently, the Department of Justice threatened to act against “bad actors” who raise prices during this time of panic. The list goes on and on.

While well-intentioned, such heavy-handed intervention is a mistake on many levels:

First, the rise in prices conveys nothing more than the unusually intense surge in demand for these products. Consumers value these products more now than they did just a few weeks ago, which is reflected by the higher prices.

But here's another reality: If prices are kept artificially low, there's little incentive for shoppers not to buy as much as they can. Of course, only those shoppers lucky enough to get to the stores first can do so. Their hoarding then leaves nothing for shoppers in line behind them.

The fact is, there's no better means of slowing the rising demand — and, especially, reducing excessive hoarding — than allowing the very price hikes that governments are trying to prevent.

But price hikes have another important advantage: They create the necessary incentives for entrepreneurs to shift resources toward activities that increase the supply of these goods.

The higher prices encourage higher levels of production for goods like masks and hand sanitizers, which then increases supply. Even some companies that couldn't afford to produce these goods in the past will be prompted by high prices to now do so. The Japanese electronics giant Sharp started to use its TV factories to make surgical masks when the domestic supply went dry. Manufacturer FoxConn did the same in China to protect its employees who assemble iPhones.

Government officials (and pundits) never seem to learn (or remember) that in times of crisis, naturally rising prices are necessary to guarantee that goods, services and inputs are used to maximum social advantage. When governments prevent price hikes, they unwittingly *create* shortages of vital supplies. Unfortunately, such government intervention makes it harder for people to recover from disasters or, today, to protect themselves from the coronavirus.

Think about it. Without price fluctuations to provide a signal to manufacturers, how will they know by how much or how

quickly they need to increase production? If prices are kept artificially low, factory owners have no way to know for sure that actual demand (and not just hoarding) has risen enough to justify a change in their production schedules. Second, if governments keep prices from adjusting upward, the additional demand for masks might not result in enough revenue to cover the extra costs of producing and shipping more masks.

The bottom line is that by keeping prices artificially low, governments around the world encourage artificially high demand, from hoarders, for example. Necessary increases to the supply chain will also be discouraged, which results in unnecessary shortages, long lines of desperate customers, empty shelves and black markets in dark alleys.

Aren't we better off when products are actually on the shelves and available for purchase, even if only at higher prices? When no such products are to be found, except by the politically and socially connected, ordinary citizens lose out.

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

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VERONIQUE de RUGY



MARC THIESSEN

It's fair to speculate whether Biden is mentally fit to be president

After a disastrous performance in his first debate with Walter Mondale, many in the media began to openly question the then-73-year-old Ronald Reagan's mental fitness. Writing in the *New York Times*, James Reston pointed out that Reagan “got his figures mixed up, and didn't seem to be mentally alert in dealing with Mr. Mondale's arguments.” *The Wall Street Journal* noted that “the president's rambling responses and occasional apparent confusion injected an unpredictable new element into the race” and pointed out that at age 75, “10 percent of people suffer from significant mental impairment — senile dementia, or senility.” The networks ran montages of Reagan stumbling over his words and brought on doctors to discuss the effects of aging on mental capacity.

When the second debate came around, Reagan put the aging question to rest with his now famous line: “I will not make age an issue of this campaign. I am not going to exploit, for political purposes, my opponent's youth and inexperience.” A decade later, Reagan announced to the world that he had Alzheimer's disease.

Joe Biden is 77, four years older than Reagan was during the 1984 campaign. If Biden is elected, he'll be older on the day he *takes* office than Reagan was on the day he *left* office. So yes, his mental fitness is a legitimate issue.

There is plenty of cause for concern. Biden recently announced, “I think we can

win back the House” and promised to ban the “AR-14.” He mistook Super Tuesday for “Super Thursday,” and forgot the words of the Declaration of Independence, saying “We hold these truths to be self-evident. All men and women are created, by the, you know, you know the thing.” In South Carolina, he misstated what office he was running for, declaring “My name's Joe Biden. I'm a Democratic candidate for the United States Senate.” On three occasions last month, Biden declared he was arrested in South

Africa trying to visit Nelson Mandela in prison — an incident his campaign later admitted never happened. He earlier described meeting a Navy captain in Afghanistan, but *The Post* reported that “almost every detail in the story appears to be incorrect.” He claimed to have worked with Chinese leader “Deng Xiaoping” on the Paris Climate Accord (Deng died in 1997). He claimed during a debate that “150 million people have been killed [by guns] since 2007” (which would be nearly half the U.S. population). He said he met with Parkland victims while he was vice president even though the shooting took place after he left office. He has declared that Democrats should “choose truth over facts” and that “poor kids are just as bright and just as talented as white kids.” He pledged to use biofuels to power “steamships.” He repeatedly gets confused about what state he is in; called “Fox News Sunday” anchor Chris Wallace “Chuck”;

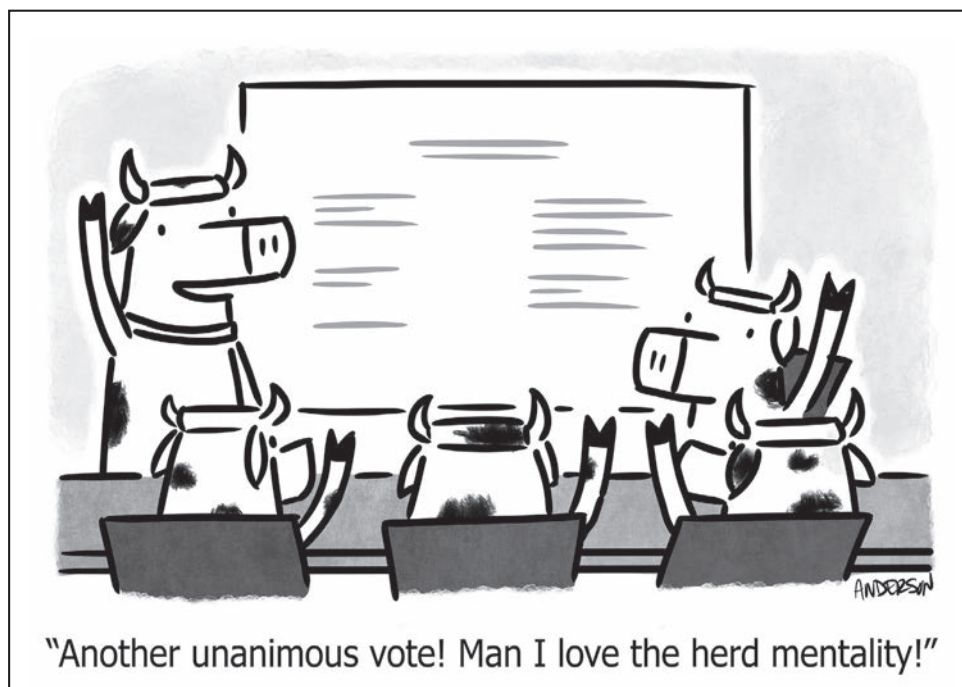
said his late son Beau “was the attorney general of the United States”; and confused former British prime minister Theresa May with the late British prime minister Margaret Thatcher.

Any one of these gaffes in isolation would be nothing more than that. But taken together they form a pattern — and raise questions about whether Biden has experienced a cognitive decline. Biden's defenders say this is unfair, and some have even suggested raising it is ageism. No, it's not. His socialist rival, Sen. Bernie Sanders (I-Vt.) is 78 — almost a year older than Biden — yet no one is

questioning his mental fitness. Recently Sanders spent an hour at a Fox News town hall where he was challenged to defend his policies and answered in great detail and without any gaffes or senior moments. Could Biden do the same?

Many of President Trump's critics have suggested that he suffers from cognitive impairment. Well, in 2018, Trump took a test designed to screen for dementia — the Montreal Cognitive Assessment —

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CALENDAR

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S. 2400 W., West Valley City. Registration can be completed at www.chamberwest.com.

May 20, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Javier's Authentic Mexican Food, 755 N. Harrisville Road, Ogden. Free for chamber members and first-time guests, \$10 for non-members. Details are at ogdenweberchamber.com.

May 21, 8 a.m.-4 p.m.

"Employment Law Update — Utah," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$329. Details are at employerscouncil.org.

May 21, 11:30 a.m.-1 p.m.

"Multiplying Lasting Profitable Relationships," a West Jordan Chamber of Commerce event. Presenter is Clay Neves of Personal Sales Dynamics. Location is West Jordan City Hall Community Room, 8000 S. Redwood Road, West Jordan. Free for members, \$10 for non-members. Details are at westjordanchamber.com.

May 21, 5-7 p.m.

Business After Hours, a Salt Lake Chamber event. Location is Squatters Pub, 147 W. Broadway,

Salt Lake City. Cost is \$7 for members through May 14, \$10 for members thereafter, \$15 for non-members. Details are at slchamber.com.

May 26, 10-11 a.m.

"Art of Negotiation," a West Jordan Chamber of Commerce event. Presenter is Marty Gale. Location is West Jordan Chamber, 8000 S. Redwood Road, West Jordan. Free. Details are at westjordanchamber.com.

May 26, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is The Monarch, 4455 25th St., Ogden. Cost is \$20 for WIB members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

May 27, 7:30-8:30 a.m.

Coffee Connection, a Holladay Chamber of Commerce

event. Location is Kokopellis Koffee House, 3955 S. Highland Drive, Holladay. Details are at holladaychamber.com.

May 27, 8:30-10 a.m.

"Retaliation: The Trap That Keeps Catching Employers," an Employers Council event that is part of the five-part Legal Breakfast Briefing Series. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost

is \$99. Details are at employerscouncil.org.

May 28, 8:30 a.m.-12:30 p.m.

"Emotional Intelligence, Optimism and Resilience," an Employers Council event that is part of the five-part Legal Breakfast Briefing Series. Location is Employers Council, Utah office, 423 W. Broadway,

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and the White House physician reported he received a perfect score. Will Biden submit to the same test?

Sanders took a subtle dig at Biden during the town hall, pointing out that while he speaks for 45 minutes to an hour at his campaign events, Biden recently spoke for seven minutes. The two men had their first mano-a-mano recently. How did Biden perform over the course of a two-hour discussion? He largely got through the debate without any major gaffes, while Sanders repeatedly confused the coronavirus with ebola, later acknowledging his mistakes.

This much is certain: Democrats are about to pick a man they hope will be the first octogenarian president in American history. It is fair to ask whether voters are choosing a candidate who's not up to the job.

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Suite 200, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

June 1, 7 a.m.-2 p.m.

Chamber Champions Golf Tournament 2020, a Utah Valley Chamber event. Location is Fox Hollow Golf Club, 1400 N. 200 E., American Fork. Cost is \$450 for members, \$600 for nonmembers, \$1,500 per foursome. Details are at thechamber.org.

June 2, 11:30 a.m.-1 p.m.

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

June 3, 6-8 p.m.

"Starting Your Business," a Small Business Development Center (SBDC) event. Location is Salt Lake SBDC, Salt Lake Community College, Building 5, Room 110, 9750 S. 300 W., Sandy. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

June 4, 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.

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

"Harassment Prevention for Managers and Supervisors," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

June 5, 8-10 a.m.

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

June 5, 8-10 a.m.

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

June 10, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is The Argo House, 529 25th St.,

No. 200, Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

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

"Orientation/Onboarding Essentials: Accelerating Competence, Connection and Commitment," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

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

Women in Business Networking, an Ogden-Weber Chamber of Commerce event. Location is The Argo House, 529 25th St., No. 200, Ogden. Free for WIB members. Details are at ogdenweberchamber.com.

June 15, 6:30 a.m.-2 p.m.

2020 Annual Golf Tournament, a Davis Chamber of Commerce event. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.

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

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

June 17, 8:30 a.m.-noon

"Performance Documentation Skills," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

June 18

14th Annual Utah Economic Summit, hosted by Gov. Gary Herbert and presented by the Governor's Office of Economic Development, World Trade Center Utah and the Salt Lake Chamber. Event includes Utah Global Forum programming. Several general and breakout sessions will address Utah's role in the global marketplace, how local businesses can benefit from an international strategy and Utah's already strong track record of global exports. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Early pricing is \$155. Details to be announced.

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

"Multiplying Lasting Profitable Relationships," a West Jordan Chamber of Commerce event. Presenter is Clay Neves of Personal Sales Dynamics. Location is West Jordan City Hall Community Room, 8000

S. Redwood Road, West Jordan. Free for members, \$10 for nonmembers. Details are at westjordanchamber.com.

June 22, 7 a.m.-2 p.m.

Classic Golf Tournament, a Salt Lake Chamber event. Events include a 7 a.m. registration/breakfast and 8 a.m. shotgun start. Location is Salt Lake Country Club, 2400 Country Club Drive, Salt Lake City. Cost is \$500, \$1,800 for a foursome. Details are at slchamber.com.

June 23, 8:30 a.m.-12:30 p.m.

"I-9: Advanced Practice," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$145. Details are at employerscouncil.org.

June 23, 10-11 a.m.

"Art of Negotiation," a West Jordan Chamber of Commerce event. Speaker is Marty Gale. Location is West Jordan Chamber, 8000 S. Redwood Road, West Jordan. Free. Details are at westjordanchamber.com.

June 23, 11 a.m.-1 p.m.

"Business Women's Forum: Cultivating Strength, Bravery and Confidence," Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at slchamber.com.

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

Lunch Event, a Holladay Chamber of Commerce event. Location is Taqueria 27, Holladay, 4670 Holladay Blvd. East, Holladay. Details are at holladaychamber.com.

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

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is The Monarch, 455 25th St., Ogden. Free for WIB members, \$20 for first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

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

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

June 24, 8:30 a.m.-4 p.m.

"Supervision: Critical Skills for Effective Leaders," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt Lake City. Cost is \$225. Details are at employerscouncil.org.

EVZION

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gram is watching this," Tammie Bostick, executive director of Utah Clean Cities, told the Governor's Office of Economic Development (GOED) board during its March meeting. "This project is designed to pilot, scale and replicate in other national parks."

Currently, propane-fueled shuttles used elsewhere in the park lack the power to climb the 11 percent grades and are too large to negotiate the 45 hairpin turns in the areas near the tunnel. The tunnel itself is too small for two oversized vehicles heading different directions, leading to 33,000 times last year when traffic moved only one direction. Bostick said that equated to "19 minutes every hour that you could actually pass through the tunnel unhindered by a large vehicle." The smaller electric shuttles wouldn't have that problem, she said.

"Two oversized vehicles cannot enter that tunnel and pass one another at the same time," she said. "Our shuttles should be able to pass each other in the tunnel."

The electric vehicles, with a 120-mile range, likely will begin their demonstration by the end of the year.

"People will say, 'Well, open the tunnel, make the roads bigger.' You can't. It's a national park. It's a legacy piece. The tunnel will remain the same, the roads will remain the same," Bostick said.

Even without serving the east side, Zion's shuttles accommodated 6.8 million people last year. "Basically, it becomes its own city, its own transportation system, like no other in Utah, every day, especially in busy times," Bostick said, adding that more than 1 million park visitors entered through the east side last year.

The aim with electric shuttles is to improve the movement of people throughout all of the park, thereby disbursing large crowds in any one area, and provide them with a better park experience.

"Tourists have made it very clear to the national park ...

they love being shuttled. They want that system. No one wants to drive up that back end of east Zion in a rental car," Bostick said.

When fully developed, the shuttle system would be a key element of an improved east-side entrance to the park and improve connectivity between Zion and Kane County.

"If we aren't ahead of this, then we're behind it," she said. "Right now, we're 20 years behind in the park in building infrastructure and we're 20 years behind in building out the shuttle. So it needs our attention, it needs some practical solutions, and we feel like this is the first step in the right direction."

Bostick said park visitors and governments in that area want a futuristic transportation system. "People want it, the park needs it desperately, and we're going to solve for it with these types of projects and programs," she said.

Jerry Oldroyd, the GOED board chairman, said such a system is an important economic development objective for Iron, Kane, Washington and Garfield counties.

"They look at this as a way of increasing tourism, also disbursing the crowds and also ultimately creating a transportation system to Cedar Breaks, Bryce and others," he said. "This is a major economic development issue for rural Utah."

The near-term task is coming up with a 50-percent match, or \$350,000, from local sources that is required for the federal grant. Bostick asked GOED to help identify sources for that local match. Oldroyd suggested local initiatives and also requesting funds from the Legislature.

Board member Stephen Neeleman said the electric shuttle project could propel Utah as "a giant leader" for the nation, helping figure out ways to solve problems related to air quality, noise, pollution and overcrowding in national parks.

"This has become a potential model for national parks," Oldroyd said. "This is something that has a great deal of visibility nationally, both at the federal level and other states. It's very, very important for our tourism."

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UPDATES

from page 1

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

Women in Business Luncheon, a Davis Chamber of Commerce event at a location to be determined.

March 31, 8 a.m.-noon

Utah County Commercial Real Estate Symposium at the Utah Valley Convention Center.

April 9, 9-10 a.m.

"Coffee With Clancy," a Women's Business Center of Utah event at La Barba Draper, 13811 Sprague Lane, Draper.

March 26, 9-10 a.m.

"Coffee With Clancy," a Women's Business Center of Utah event in Morgan County.

POSTPONEMENTS

"Giant in Our City 2020," a Salt Lake Chamber event originally scheduled for March 26 at the Grand American Hotel in Salt Lake City, has been rescheduled for June 11 (tentative).

Cybersecurity Conference 2020, a Salt Lake Chamber event originally scheduled for April 15 at Jordan Commons Megaplex, has been postponed until Oct. 6 (tentative).

"We Are Utah" Manufacturers Association Expo has been rescheduled for Sept. 23 at the Mountain America Expo Center in Sandy.

OTHER INFORMATION

The **Ogden-Weber Chamber of Commerce** says "the decision to hold chamber events is being

evaluated on a case-by-case basis. Some meetings will continue as normal, while others may be cancelled due to the number of expected attendees. The chamber will notify members on whether individual meetings and events will be canceled as decisions are made."

Ski Utah is providing updates on individual ski resort operations at <https://www.skiutah.com/news/>.

VentureCapital.Org has postponed its WeROC event in Boise until early summer and is recommending that teams meet using Zoom videoconferencing "until it is safe to do otherwise."

ULI Utah says it is "now exploring ways to hold virtual meetings and events that deliver value during this disruptive time."

The **Utah Olympic Legacy Foundation (UOLF)** has closed its venues (Utah Olympic Park, Utah Olympic Oval and Soldier Hollow Nordic Center) through March 29.

The **Utah Museum of Contemporary Art** has postponed all public programming until April 17.

Discovery Gateway Children's Museum has closed until further notice.

Silicon Slopes has postponed its weekly events until further notice.

The **West Jordan Chamber of Commerce** has suspended its "Famous Fridays" events. It also has suspended its April "First Friday Speed Networking" events at the Megaplex Theatres at The District.



CLASSIFIED

VOLUNTEERS



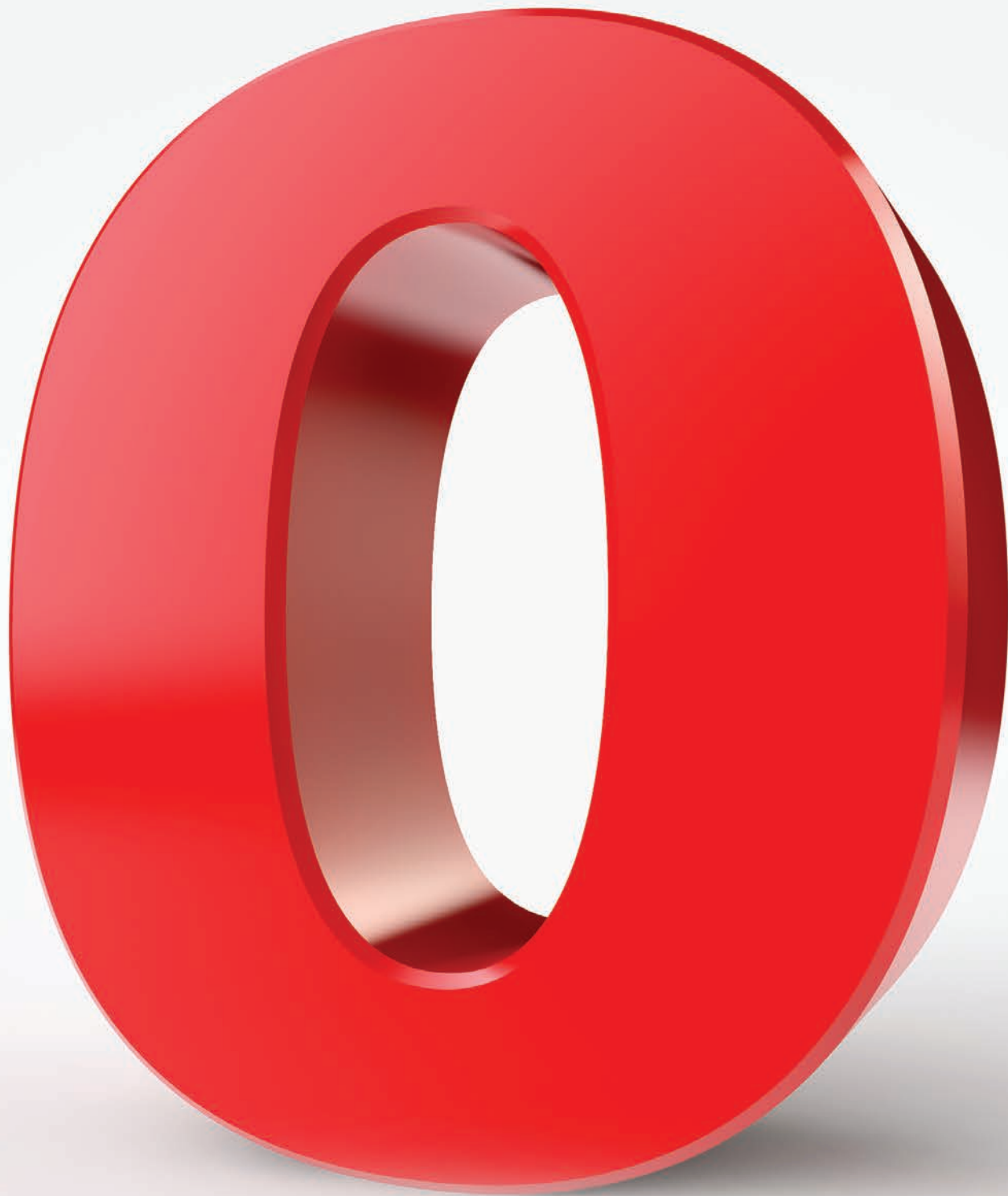
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September 20-27
November 8-15

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