

Focus



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Kathryn Clark, left, senior vice president of safety and health and chief risk officer for WCF Insurance, and Matthew Thiese, occupational epidemiologist at the Rocky Mountain Center for Occupational and Environmental Health at the University of Utah School of Medicine, speak during a webinar focusing on how companies can plan to reopen and what topics they should consider in their planning.



Businesses opening; owners must make plans & be nimble

Brice Wallace
The Enterprise

As Utah moves toward reopening businesses that were closed because of COVID-19, a few speakers during a recent webinar had a few broad suggestions for those companies.

Make plans. Make those plans industry- and company-specific. Be nimble because those plans will change. Consider everything needed to provide a safe workplace for employees and customers.

"I know people are anxious to get

back to work. Business are anxious to get back to prosperity. It's important that we do it safely," said Kathryn Clark, senior vice president of safety and health and chief risk officer for WCF Insurance.

Her comments came during the "Creating a Safe and Healthy Work Environment" webinar, presented by the Salt Lake Chamber, the University of Utah Rocky Mountain Center for Occupational & Environmental Health and WCF Insurance.

see REOPENING page 13

Bridge loan program has awarded \$12 million through two phases

Brice Wallace
The Enterprise

Nearly 1,150 Utah small businesses and nonprofits received loans in a state program designed to aid those hurt by the impacts of COVID-19.

The Governor's Office of Economic Development (GOED) recently announced that 1,149 companies and organizations were awarded loans totaling \$12 million in the Utah Leads Together Small Business Bridge Loan program created by GOED in March.

The loan program affected roughly 15,000 jobs within those businesses and nonprofits, GOED said.

"We have been amazed at the applications received for both rounds of the Utah Leads Together Small Business Bridge Loan program," said Val Hale, GOED exec-

utive director. "Though we were not able to award all of the applicants, we hope that the loans awarded will help these small businesses and nonprofits succeed."

When GOED originally envisioned the program, it was to use about \$8 million, or about \$4 million in two phases, using money from the state Industrial Assistance Fund. Instead, the program used about \$11 million from federal sources and \$1 million from the WCF Insurance Foundation — \$6.1 million in the first round and \$5.9 million in the second round.

More than 5,000 businesses and nonprofits applied for loans. Five hundred and one received loans in the first round and 648 received in them in the second round.

The loan program was designed for

see BRIDGE LOANS 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

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

"Job Analysis and Effective Job Descriptions," an Employers Council event at the Employers Council Utah office in Salt Lake City.

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

Golf Clinic, a ChamberWest Women in Business event at The Ridge Golf Club in West Valley City.

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

2020 Chamber Golf Classic, an Ogden-Weber Chamber of Commerce event at Mount Ogden Golf Course in Ogden.

May 14, 8:30 a.m.-12:30 p.m.

"Interviewing: How to Gain a Competitive Edge," an Employers Council event at the Employers Council Utah office in Salt Lake City.

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

Third Annual Wasatch Back Economic Summit, a Park City Bureau/Chamber event at Zermatt Resort in Midway.

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

Business Women's Forum at Hilton Garden Inn Salt Lake City Downtown.

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

Business Alliance Networking Luncheon, a Davis Chamber of Commerce event at Boondocks Fun Center in Kaysville.

May 20, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event at the Residence Inn by Marriott in Murray.

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

"Emotional Intelligence, Optimism and Resilience," an Employers Council event at the Employers Council Utah office in Salt Lake City.

June 17, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event at

see UPDATES page 15



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

Utah manufacturers join in effort to provide 'A Mask for Every Utahn'

Gov. Gary R. Herbert has announced a partnership between the state of Utah and the Utah Manufacturers Association (UMA) to coordinate efforts for the initiative “A Mask for Every Utahn.” Lt. Gov. Spencer J. Cox joined Herbert at a press event to introduce the program.

On the Business Elevated podcast, UMA President Todd Bingham said, “We’re pleased, as a 115-year-old organization, to be a part of it. As the pandemic hit, there’ve been a significant number of companies that weren’t exactly sure what they were going to be doing over the next few months. As their facilities were shut down for safety reasons, many of them switched to participate in these types of things. They started looking at PPE or personal protective equipment,” Bingham said.

“We want to do everything we can as we work together as a state to combat COVID-19,” said Herbert. “Wearing a mask when we are out in public may not be convenient, but it can help slow the spread of the virus. Let’s all do our part in stopping the spread and helping to protect those around us.”

Utahns can go to <https://coronavirus.utah.gov/mask/> and place an order for a free face mask.

Eligible SNAP recipients to receive additional food assistance benefits

The Utah Department of Workforce Services will begin issuing additional Supplemental Nutrition Assistance Program (SNAP) benefits up to the maximum allotment based on household size for the months of April and May, to eligible individuals and families.

“There are many Utah families who are caught between reduced hours or unemployment and waiting for other temporary assistance to help them make ends meet until it is safe to return to work,” said Jon Pierpont, executive director of Workforce Services. “By making these additional federal funds available to eligible recipients, we can help ensure Utah’s most vulnerable have access to the basic necessity of food during this incredibly difficult time.”

Following the governor issuing a state of emergency and the passing of the federal Families First Coronavirus Response Act, Workforce Services applied for and received a waiver from the USDA Food and Nutrition Services to provide these additional funds to eligible SNAP recipients. Eligibility for SNAP benefits has not changed. Individuals in need of food assistance can apply online at jobs.utah.gov/mycase.

For reference, the maximum SNAP allotment based on household size is available online. The supplemental amount will be the difference between the maximum allotment for the household size and the current monthly allotment SNAP recipients already received. For example, a family of four who currently receives a \$346 monthly allotment would receive a supplement of \$300.

Medsential announces availability of quick-results antibody test kits

Medsential, a Salt Lake City-based healthcare products company, has announced that it is now offering COVID-19 rapid antibody tests to laboratories and healthcare workers nationwide. The test, company officials say, can be conducted with only a finger prick.

In an emailed statement, the company’s chief operating officer, Chiao-ih Hui, said it introduced antibody testing to federal and state leaders last month.

“We knew they would be a significant game-changer to coronavirus testing across the nation. Our COVID-19 tests provide results within 15 minutes on-the-spot and are easy to use,” he said. “The test device is low-cost, so repeat

testing is cost-effective. Our test does not require any other external reading device.”

Antibody tests can show if someone may have already had COVID-19 prior to current tests for the coronavirus. Medsential’s test has the support of U.S. Rep. John Curtis and former U.S. Sen. Orrin Hatch.

“Medsential’s testing kit will help broaden testing efforts so that we can slow the spread of coronavirus and get our economy back on track,” Curtis said in a statement released by Medsential.

SkyWest to receive \$438 million through Payroll Support Program

Sky West Inc. has announced that its wholly owned subsidiary SkyWest Airlines has entered into a Payroll Support Program Agreement with the U.S. Treasury Department to receive a total of approximately \$438 million under the Coronavirus Aid, Relief and Economic Security Act (CARES Act). Of the \$438 million, approximately \$337 million will be a direct grant and approximately \$101 million will be in the form of a 10-year, low interest unsecured term loan.

SkyWest, the only airline receiving CARES Act grants, has elected to receive the funds in four disbursements. In consideration for the funding, SkyWest will issue to the U.S. Treasury Department warrants to purchase approximately 357,000 shares of SkyWest common stock.

The funds received under the Payroll Support Program will be used to pay for the wages, salaries and benefits of thousands of SkyWest Airlines employees. The Payroll Support Program includes certain restrictions, including limitations on involuntary terminations and furloughs through Sept. 30, 2020; requirements to maintain certain levels of scheduled service; restrictions on the payment of dividends; and the repurchase of shares through Sept. 30, 2021, and certain limitations on executive compensation.

“We appreciate Congress and the administration for quickly passing legislation to help support our people,” said SkyWest CEO Chip Childs. “These funds will cover important payroll expenses as we work together with our people to provide critical air service during this difficult time, and prepare for when demand returns.”

Utahns Against Hunger surveys food pantries, identifies critical needs

In response to increased demand for emergency food because of the economic downturn and stay-at-home orders, Utahns Against Hunger surveyed pantries across the state of Utah. During the month of April, UAH heard from 77 organizations of the more than 120 organizations with a food pantry, representing approximately 95 pantry sites.

“This survey represents a snapshot of how pantries are dealing with the across-the-board increase in food need,” said Gina Cornia, executive director of Utahns Against Hunger. “The level of increased demand itself would be stressful on pantries. However, when you add reorganizing food distribution models, mitigating the potential of the transmission of COVID-19 during the processing and preparing of food donations and losing a large percentage of volunteer capacity, there is serious concern about the how emergency food pantries are faring. Pantries are meeting the need right now, but if they are going to continue to provide this level of relief, they’re going to need help. Help from the community and every level of government.”

The Utahns Against Hunger survey found that pantries are following CDC and UDOH guidelines in their food distribution; many pantries have seen an increase in demand; pantries are meeting the need, but there is a concern for long-term sustainability; and that eight food pantries in Salt Lake County have temporarily closed as a result of the quarantine or out of concern for safety.

The survey also found that 34 percent of pantries reported a need for volunteers and about that many pantries

have reduced or eliminated their volunteer operations out of concern for safety. That means most pantries are relying on staff to process and distribute food.

The resource needs of pantries vary from pantry to pantry, but trends did emerge. For instance, 59 percent reported a “non-food” need such as funding/grants for maintaining their operations, personal protective equipment and cleaning supplies and providing additional services like SNAP/WIC enrollment.

“Pantries need funding to continue to operate, especially with such increased demand for services. We expect a lot from these organizations. As a community, as a state, we should do more to support their work,” said Cornia.

HHS grant will help Utah's rural hospitals deal with the pandemic

The U.S. Department of Health and Human Services (HHS), through the Health Resources and Services Administration (HRSA), has awarded \$1,770,657 to Utah to combat the COVID-19 pandemic in rural communities. Specifically, this funding was awarded to the Utah Department of Public Health as an investment to support small rural hospitals in Utah. An additional funding of \$828,571 was awarded to the University of Utah, a HRSA-funded Telehealth Resource Center (TRC), to provide technical assistance on telehealth services to help rural and underserved areas combat COVID-19.

“Today’s funding gives rural hospitals in Utah critical support to build up their capacity for fighting COVID-19 in their communities, including through further expansions of telehealth, more purchases of PPE, and boosting testing capacity,” said HHS Secretary Alex Azar. “This funding will build on the historic expansion of telehealth undertaken by the Trump administration to help all Americans in Utah access the care they need during the pandemic.”

HRSA’s Federal Office of Rural Health Policy (FORHP) received \$150 million through the Coronavirus Aid, Relief and Economic Security (CARES) Act to assist hospitals across the nation, funded through the Small Rural Hospital Improvement Program (SHIP), respond to this public health emergency.

The CARES Act funding allows hospitals maximum flexibility in how they respond to COVID-19 within their communities, including the provision of testing and laboratory services as well as the purchase of personal protective equipment to minimize COVID-19 exposure.

BRIDGE LOANS

from page 1

businesses and nonprofits entities with 50 or fewer employees to serve as a bridge as companies apply and await receipt of loans through the U.S. Small Business Administration or other loan programs. Loans ranged from \$5,000 to \$25,000 and could not exceed three months of a company’s demonstrated operating expenses.

GOED parameters for the program called for at least 25 percent of the loans to go to rural Utah small businesses and nonprofits. Twenty-seven percent of first-round funds went to rural businesses and about 34 percent of second-round funds went to rural businesses and nonprofits, for an overall amount of 30.5 percent. Over 5 percent, which represents more than half of eligible applications, went to nonprofit organizations.

GOED is also working with the Sorenson Impact Center at the University of Utah to provide, in a few weeks, a comprehensive third-party review of both rounds of the bridge loan program.

“This has been a very successful effort,” Kelvyn Culimore, president and CEO of BioUtah, said in BioUtah’s email newsletter. “The program aimed squarely at helping our small-business owners retain employees and remain viable. Hats off to the GOED team for their prompt actions.”

Conducting business by video? Let creativity and personality shine through

Brice Wallace
The Enterprise

Anyone who has used videoconferencing lately — and everyone has, right? — knows the experience. Right in the middle of an important, enlightening comment, a child bangs on the door in the background, bringing the chat to a screeching halt.

But that's not necessarily a bad thing.

A pair of speakers during

a recent videoconference about getting hired in today's economic climate suggested that such a distraction can actually work in a person's favor.

"We're in such a unique time," Lindsey Ivie, co-founder of Ivie League, said during the videoconference, presented by Kiln. "I'm home with my kids all day. Half my calls, there's screaming kids in the background. But at the same time, I think it's really humanized everyone."

Ivie suggested job-seekers

use the virtual environment to show personality and be creative, even introducing their children to the folks conducting the interview.

"We've never had our doors open like this before, so it's not like your typical virtual interview," she said. Even if children are pounding on doors and other distractions pop up, "accept it and roll with the punches and be OK with, like, being in a really interesting situation right now."

"As a mom, your kids will

find you," she said with a laugh. "They will sniff you out and they will pound on the door and they will hunt you down. so you just have to go, 'I guess I've got to mute the call really quick, then unmute it' and you just kind of go with the flow."

Another person on the videoconference, Luke Mocke, co-founder and CEO of Mentorli, went with the flow, as it were, standing up to show the audience he was wearing shorts — he jokingly characterized it as "business on top, party on the bottom."

"That's the biggest thing is, being yourself on the interview," he said, "and I think, more than ever, it's time to bring your personality out because people are right there, in your home with you."

weeks ago on unemployment nationwide are record-breaking."

Ivie said that has caused many people to jump on LinkedIn, only to discover that things there have changed since the last time they visited the site. They're trying to discover what jobs are available now that many companies have shut down, and they likely will need to shift the way they pursue those jobs. That can include adding content, such as video, on LinkedIn and engaging with people in that community, Mocke and Ivie said.

Another example Ivie cited was networking at events, most if not all of which have been shut down during the pandemic.

"I think we have to all be open to adapting to the new normal, understanding what that looks like, and being comfortable making that shift and allowing ourselves to open up to new opportunities we never would have thought of," she said.

Armstrong Teasdale opens in SLC, hires attorneys

Armstrong Teasdale, a law and consulting firm based in St. Louis, has opened an office in Salt Lake City. The firm has announced that attorneys Michael Gehret and Brennan Moss have been named partners and will open the office.

Armstrong Teasdale intends to establish a full-service office in Salt Lake City, its third new market for the firm in 18 months. The office will be the company's third in the West, with existing offices in Denver and Las Vegas.

"These are extraordinary times, and we are very fortunate

to be planting a flag in Salt Lake City," said David Braswell, Armstrong Teasdale's managing partner. "The team on the ground will not only provide counsel across a wide range of practice areas from litigation to real estate and intellectual property, but they also share our values and are committed to excellent client service. We are excited to welcome these additions to our team and continue to grow our footprint in the region moving forward."

Gehret has served as national litigation and bankruptcy counsel for many of the largest

companies in Utah and across the country. He represents financial institutions; private equity funds; solar and power companies; healthcare, pharmaceutical and biotech companies; developers, commercial property owners, title companies and owners' associations; and casinos and ski resorts.

Moss is also a cross-discipline attorney with experience spanning the corporate, real estate, litigation and intellectual property areas. He primarily counsels clients related to commercial litigation, real property, employment and labor, and trademark law.

Romney encourages feds to spend ad money locally

U.S. Sen. Mitt Romney, R-Utah, joined his congressional colleagues in urging the acting director of the Office of Management and Budget (OMB) to direct existing federal advertising funds to support local radio and television broadcasters and newspapers during the coronavirus pandemic. OMB has responsibility to direct the advertising budget of the federal government and decide when advertising will run.

In a letter to Russell Vought, OMB's acting director, the senators, led by Sen. Steve Daines, R-Montana, the senators highlighted the financial challenges that local newspapers and broadcasters face during this time and the integral role they play in keeping communities informed.

"Increasing local advertising will both help disseminate important information to communities

and support local media with revenue that will help keep them operating," the letter said.

Ivie and Mocke, who organized the recent virtual job fair titled the "Get Hired Summit," acknowledged that the job market has changed because of the coronavirus. Mocke described it as "a crazy time" but added that some companies are hiring. On the other hand, students right out of college "are just getting their offers for internships retracted left, right and center. Folks can't find jobs after school," he said.

Gibson Smiley, director of Kiln Lehi, said that a month and a half ago in Utah, "companies were hiring, hiring, hiring." "Things were looking bright, and then here we are now. The numbers that came out a couple of

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Midvale's Savage sells rail division to American Track

Fort Worth, Texas-based American Track has acquired the Track Inspection, Maintenance and Repair division of Savage Transportation Management of Midvale. American Track is one of the nation's leading railroad design, construction and maintenance companies.

Savage is a nationwide transportation service provider operating in the trucking, railroad and marine sectors. The company was founded in 1946 and has about 1,600 employees.

With the acquisition, American Track will acquire Savage's assets and the employees associated with railroad track inspection, maintenance, repair and construction services throughout the U.S., including operations in Louisiana, Utah, Wyoming and Colorado.

American Track was formed by Hilltop Private Capital in 2016 to create a national provider track maintenance and construction services. The combined company will now operate in 10 locations across the U.S. under the name American Track Services.

Thomas Lucario, president and CEO of American Track, said, "The Savage Track Inspection, Maintenance and Repair team has a strong reputation of quality service working for some premier customers in the U.S. transportation, refining and manufacturing sectors. We are proud to add this group to our team at American Track and look forward to carrying on and expanding that legacy within our organization."

"Hilltop is excited to help American Track in their efforts to expand their service capabilities and reach," said Drew Shea, managing partner of Hilltop Private Capital. "We strive to partner with and assist our companies in finding growth opportunities, organically and through acquisitions. American Track will continue to look for similar opportunities throughout 2020."

CORPORATE FINANCIAL REPORTS

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

Merit Medical

Merit Medical Systems Inc., based in South Jordan, reported a net loss of \$3.2 million, or 6 cents per share, for the fiscal first quarter ended March 31. That compares with net income of \$6.2 million, or 11 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$243.5 million, up from \$238.2 million in the year-earlier quarter.

Merit Medical is a manufacturer and marketer of proprietary disposable devices used in interventional, diagnostic and therapeutic procedures, particularly in cardiology, radiology, oncology, critical care and endoscopy.

"The COVID-19 pandemic has been a historic shock to the economy, our industry and our country," Fred P. Lampropoulos, chairman and CEO, said in announcing the results. "I have been very impressed with how my colleagues at Merit have come together to support our customers, our patients and our

company.

"While we anticipate headwinds in several of our business lines, I am confident that the diversity of the business, the strength of our people and our strong balance sheet position us well for recovery when that becomes more clear."

Merit withdrew its previously issued 2020 guidance until further notice. "Due to the general uncertainty and rapidly changing global environment related to the coronavirus pandemic and corresponding economic downturn, Merit's management has concluded that it cannot issue financial guidance for the remainder of 2020," the company said.

People's Utah Bancorp

People's Utah Bancorp, based in American Fork, reported net income of \$10.8 million, or 57 cents per share, for the first quarter ended March 31. That compares with \$10.5 million, or 55 cents per share, for the same quarter a year earlier.

Total deposits increased \$171 million, or 8.75 percent, to \$2.12 billion on March 31, compared with a year earlier. Non-interest bearing deposits in-

creased, \$81.1 million, or 12.37 percent, to \$737 million during that period. Interest-bearing deposits increased \$89.6 million, or 6.91 percent to \$1.39 billion. Non-interest-bearing deposits to total deposits was 34.73 percent, compared with 33.61 percent a year earlier.

People's Utah Bancorp is a \$2.5 billion bank holding company for Altabank, which has 26 branch locations from Preston, Idaho, to St. George.

"As with most businesses, we have been significantly impacted by the COVID-19 pandemic," Len Williams, president and CEO, said in announcing the results. "Our focus for the past several weeks has been to ensure the safety and stability of our associates and provide relief to our business and consumer clients, who have been financially impacted by this pandemic."

"We have provided financial relief to approximately 400 business and 80 individual clients for a total of \$341 million of loan modifications. In addition, we have taken approximately 225 applications for a total of approximately \$65 million from employers for the SBA Paycheck Protection Program. ..."



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How might we act heroically each day during these challenging times?

My father, Herbert G. Tyson Jr., was a World War II hero. He was awarded the Bronze Star for heroic service in a combat zone. His heroism, however, was not for specific battlefield actions. Rather, it was for his continuous actions every day for over 1,200 days during the war.

You see, my dad was a prisoner of war, incarcerated by the Imperial Japanese Army in the Philippines after the surrender of the Bataan Peninsula in April 1942. He survived the infamous Bataan Death March and incredible brutality, starvation and disease through the course of the war until his eventual liberation. His heroism might be summed up in one word: "survival," both his own and that of his fellow soldiers who made it through.

Dad passed away in 1993. He seldom spoke of his ordeal as a POW, but on one rare occasion, he shared experienc-

es that he said broke his heart. Like all of his fellow prisoners, he longed for the war to end, for America to triumph and to return to his family. This hope made it possible to endure their daily trials; it literally kept them alive.

While such hope was essential, my father soon learned that it had an insidious, even fatal, aspect to it. When a prisoner would articulate a specific date by which he knew they would be liberated, this often set the date for that man's demise. Dad tearfully shared instances where his buddies said they were sure that they would be home by Christmas. When that day passed, discouragement became the final impetus for their death.

Dad and his fellow prisoners soon began to plead with one another not to hang their hopes on a given date. As he put it to me, "Faith shouldn't have deadlines."



RICH TYSON

Viktor Frankl, in his classic *Man's Search for Meaning*, shared similar insights as a Holocaust survivor at Auschwitz: "The prisoner who had lost faith in the future — his future — was doomed. With his loss of belief in the future, he also lost his spiritual hold; he let himself decline and became subject to mental and physical decay. We all feared this moment — not for ourselves, which would have been pointless, but for our friends."

In March, Pres. Trump expressed his hope that America's churches would be full on Easter, and in April, that the economy would be back open by May 1. He has been roundly criticized for such optimism in the face of the virulent coronavirus. I am not among his critics for this. I believe his statements simply reflected his hope that this deadly disease would be in check by that date.

That said, I think there's an important message here. Worldwide, we all hope that the pan-

demic will end soon. Each of us should, as Viktor Frankl counseled, have "faith in the future." But like my father said, "Faith shouldn't have deadlines."

In spite of all the brainpower and investment that is being channeled toward eradicating COVID-19, we simply don't know when that will occur. We can rest assured that it will, but we should recognize that it's likely to take months or more.

Personally, I have great faith in our medical experts, researchers and pharmaceutical companies. But no one saw this coming. Because of that, the world was not prepared. That means that we each have to do our part to flatten the curve by limiting social contact and being prudent in terms of cleanliness and general health practices. These are certainly inconvenient, but when I think of what my father or Viktor Frankl had to adapt to, it seems clear that we can do this.

Beyond my faith that the disease will ultimately go away,

I also have faith that the economic impact we are experiencing will also be resolved. In the near term, we are all disrupted. Many of us never thought that economic survival would be a personal issue. I offer this caution: "Don't wait for some date in the future for the economy to turn around!"

Consider how you can revise your business model to adapt to the new normal. The seeds of great opportunity are often found in the trials and tragedies of life — and of business. Treat the time that you are required to "socially distance" as a gift whereby you can plan not only to survive, but ultimately thrive.

I began this article paying tribute to the heroism of my father. I end it with a challenge: How might each of us act heroically each day during these challenging times?

Richard Tyson is the founder, principal owner and president of CEObuilder, which provides forums for consulting and coaching to executives in small businesses.

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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.

ASSOCIATIONS

• **Avetta**, an Orem-based supply chain risk management provider, has joined the **National Safety Council** task force to support the “**SAFER: Safe Actions for Employee Returns**” initiative, a multifaceted plan developed to guide employers through the process of safely resuming traditional work and operations now and in a post-pandemic environment. SAFER will issue recommendations and guidance for employers, including small and mid-size companies, across a variety of industries.

ECONOMIC INDICATORS

• **Utah** is ranked No. 7 among the “**Best States for Working from Home**,” compiled by personal finance website **WalletHub**. The study compared the 50 states and the District of Columbia across 12 key metrics. Utah was ranked No. 6 in share of population working from home (prior to COVID-19), No. 13 for households’ Internet access, No. 8 for average home square footage, No. 9 for average retail price of electricity, and No. 28 for Internet cost. Delaware was ranked as the best state for working from home, while Alaska was last.

• Utahns are getting an average of 14.5 hours of extra

sleep per month by working from home during the COVID-19 quarantine, according to online sleep-industry review and information site **Sleepopolis**. Among Utah cities, people in Summit Park are getting the most extra sleep, while Vernal is ranked last. Sleep factors in the study include the smoking rate, insufficient sleep rate, mentally unhealthy days, physical inactivity, air pollution levels and unemployment rate. Details are at <https://sleepopolis.com/sleep-cities/utah/>.

EDUCATION/TRAINING

• Two **Weber State University** professors have been named the university’s **2020 Brady Presidential Distinguished Professors: Sara Dant**, professor and chair of the history department, and zoology professor **Christopher Hoagstrom**. The honor was



Sara Dant



Christopher Hoagstrom

established in 2006 to recognize WSU faculty members who have demonstrated the highest quality teaching, scholarship, research and community service. The late Rodney Brady served as WSU president from 1978 to 1985. Dant is an author and presenter whose work focuses on environmental politics in the United States, with an emphasis on the

creation and development of consensus and bipartisanship. She began her career at Weber State in 2001. Hoagstrom has spent a lifetime researching and writing about freshwater fish and the rivers in which they reside. He joined WSU’s zoology faculty in 2006 and served as department chair from 2012-19. Hoagstrom has overseen teams of undergraduate students conducting multi-year field research in northern Utah and has served in leadership roles for both the Desert Fishes Council and the Ogden Nature Center.

• The **Association to Advance Collegiate Schools of Business**, a business education network, has recognized the **David Eccles School of Business** at the University of Utah among 25 business schools as highlights of its “**Innovations That Inspire**” member challenge. The Eccles school was recognized for its Master of Business Creation program, which allows people to launch and scale a company while earning a master’s degree in nine months. The program started in fall 2019, and the first group of founders will graduate from the program in May. It is offered in partnership with the Lassonde Entrepreneur Institute.



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HEALTHCARE

• **Solutionreach**, a Lehi-based healthcare technology and patient engagement company, has appointed **Dan Simenc** as chief revenue officer. Simenc comes to Solutionreach from Lyniate, formerly Corepoint Health, where



Dan Simenc

he served as the senior vice president of U.S. sales. Prior to that role, Simenc served in senior leadership roles with 3M Health Information Services, Picis, Eclipsys (now Allscripts) and McKesson.

INVESTMENTS

• **Qnergy**, an Ogden-based manufacturer of Stirling energy systems, has closed a \$10 million Series B funding round led by **OGCI Climate Investments**, **Tene Capital** and **Kibbutz EHI**. The funding will be used to accelerate deployment of its compressed air pneumatics product, CAP3, which tries to abate the largest source of the oil and gas industry’s vented methane emissions. Qnergy provides reliable remote power generators to help customers improve operational efficiency, decrease operating cost and reduce emissions.

MEDIA/MARKETING

• **KUER, NPR Utah** has added **Lexi Peery** as a third reporter for its statewide coverage project. A print and radio journalist, Peery is based in St. George and will join the station’s Southwest Utah bureau in June as part of the station’s ongoing partnership with the national service program Report for America. Peery has spent the past year covering government, environment and development issues for *The Spectrum & Daily News* newspaper in St. George. Prior to her return to Utah, she served an environmental and newsroom fellowship at WBUR, a Boston-based NPR member station. With Peery’s arrival, **David Fuchs** will turn his focus



Lexi Peery

to central Utah, including rural economies, communities and resources.



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MILESTONES

• **SimpleNexus**, a Lehi-based digital mortgage platform company, has seen more than 2 million consumers download its mobile app. The milestone marks a 53.8 percent increase in consumer downloads of the app since the beginning of the year. SimpleNexus serves as a common hub where borrowers, real estate agents and mortgage originators can collaborate on loan applications, upload documents and share real-time status updates. So far, it has connected more than 2 million consumers with more than 24,000 active loan originators and 98,000 real estate agents nationwide.

PHILANTHROPY

• **Purple Innovation Inc.**, a Lehi-based comfort products manufacturer, has raised more than \$100,000 and committed to manufacturing at least 1,000

see BRIEFS next page



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Industry Briefs

emergency mattresses that will go to care facilities in need across the country in the fight against COVID-19. Purple has partnered with nonprofit **Relief Bed International**, a nonprofit organization providing beds to disaster victims and homeless shelters worldwide, to ensure the beds are donated to care facilities facing equipment shortages across the country, starting May 5. Purple funded and donated the mattresses by committing 10 percent of net proceeds from all purchases on purple.com from April 13-30.

- **Utah Community Action (UCA)**, a nonprofit, is providing more than 1,600 free curbside meals daily for children during the COVID-19 pandemic and is seeking donations of baby essentials to add to the distribution. The meals are delivered and distributed at eight UCA Head Start schools in Salt Lake County, Magna and Wendover. The baby essentials, including diapers, formula, baby food, baby cereal and wipes, will be distributed weekdays along with the free curbside meals for kids at the eight pickup sites in Salt Lake and Tooele counties. Details are at www.utahca.org/55years.

- **Young Living Essential Oils LC**, a Lehi-based essential oils producer, has donated \$20,000 to **TreeUtah** and the **Arbor Day Foundation** in honor of the 50th anniversary of Earth Day. Each nonprofit will receive a \$10,000 donation to be allocated for the purchase and planting of trees. Young Living is partnering with the Arbor Day Foundation to restore wildlife habitat by planting more than 5,000 trees in Fishlake National Forest on behalf of each Young Living team member.

- **Weave**, a Lehi-based business toolbox company, has announced that Weave Lite, a collection of communication tools for local, service-based businesses, will be offered for free for 90 days as a way to aid companies affected by COVID-19. The SaaS product typically costs \$99 per month. Details are at getweave.com/weave-lite.

RECOGNITIONS

- **Ron Zarbock**, owner of **Spherion of Salt Lake City**, has earned the **Carol Peters Spirit Award**, presented to an



Ron Zarbock

owner who embodies the Spherion spirit "by reflecting a positive and uplifting attitude while maintaining the company's values." The award was presented at the brand's annual national meeting. Spherion is a staffing and recruiting company. Zarbock and his team launched programs such as "Light the Lives of Others" and the Step Up Scholarship. Through the "Light the Lives of Others" program, each of Zarbock's six offices connects with a charity and raises money and provides training and service for that organization.

- **Scott Stewart**, a Farmers Insurance agent in Midvale, has been named to the national insurer's **Presidents Council**. Membership in the council is the organization's most elite honor for the top 1 percent of agents and district managers. The group of agents and district managers on the council were selected on the basis of a number of criteria, including their excellence in providing best-in-class service, their consistent top-ranked business performance and their commitment to furthering the goals and ideals of the Farmers organization. They will serve as direct liaisons with their peers across the country and act as an important sounding board to the leadership of the national insurer.



Scott Stewart

- **England Logistics**, a Salt Lake City-based freight brokerage firm, has been ranked No. 16 on **Transport Topics'** list of the "Top Freight Brokerage Firms in 2020," the 16th consecutive year for it to make the list. The annual rankings are decided by a company's net revenue for the most recent 12-month period.

- **Avetta**, an Orem-based supply chain risk management provider, has made the list of "50 Providers to Know," compiled by analyst firm **Spend Matters**, for the third consecutive year. The list recognizes best-in-class companies in the procurement and supply chain market. Vendors listed are independently selected by the analyst team over multiple rounds

of debate, focusing on factors such as innovation, market presence, tech competency and solution delivery.

TECHNOLOGY

- **ProActive Budget**, a Pleasant Grove-based financial technology company, has rebranded as **Qube Money**. The company was founded in June 2016 by Ryan Clark to digitize the cash envelope system. In an ongoing quest to shift consumer spending behavior, Qube Money's new app combines its digital cash envelope budget-

ing method with a full banking suite. The app digitizes budgets into "qubes." Consumers then set limits for different qube budgets, like groceries, clothing and entertainment. A physical Qube Money debit card gives shoppers access to their pre-budgeted qube funds, designed to help consumers avoid overspending.

TRANSPORTATION

- **SkyWest Inc.**, a St. George-based holding company for SkyWest Airlines and SkyWest Leasing, has announced that its 2020 annual

meeting of shareholders will take place in a virtual-only format because of the COVID-19 pandemic. The meeting will be May 5, starting at 10 a.m. The timing and process for voting by proxy remains unchanged. Shareholders as of the close of business on March can access, participate in, and vote at the virtual annual meeting at www.virtualshareholdermeeting.com/SKYW2020 by using the 16-digit control number included on the proxy card and the instructions that accompanied the proxy materials.



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Calendar

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

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. Event takes place online. Free. No RSVP required. Details are at davischamberofcommerce.com.

May 6, 10-11 a.m.

“Google: Manage Your Business Remotely in Times of Uncertainty,” a Women’s Business Center of Utah event. Event takes place online and is available statewide. Details are at wbcutah.org.

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

“Business Connections,” a ChamberWest event. Event takes place online. Details are at www.chamberwest.com.

May 7, 7:30-9 a.m.

Morning Speaker Series, an Ogden-Weber Chamber of Commerce event. Event takes place online. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com.

May 7, 9-10 a.m.

Morning Speaker Series, an Ogden-Weber Chamber of Commerce event. Speaker Rob Despain, vice president of business development at Petersen Inc., will discuss “Relationships: The Key to Effective Business Development.” Event takes place online via Zoom. Free for chamber members and first-time guests. Details are at ogdenweberchamber.com.

May 7, 2 p.m.

Online Networking, a Murray Area Chamber of Commerce event taking place every Thursday and taking place via Zoom. Details are at murraychamber.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 12, noon-1 p.m.

Women in Business Professional Growth Series, a ChamberWest “Lunch Break” event. Speaker Trish Hull, manager of the West Valley Library, will discuss online resources accessible from home. Event takes place online via Zoom. 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. Event takes place online. Free. Details are at slchamber.com.

May 13, noon-1 p.m.

“Startup Stories,” a Kiln event featuring speaker Ben Dilts, co-founder and chief technology officer at Lucid. Location is Kiln, 2701 N. Thanksgiving Way, Suite 100, Lehi. Details are at kiln.co.events.

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

“Business Connections,” a ChamberWest event. Event takes place online. Details are 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 nonmembers. Details are at ogdenweberchamber.com.

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

“Employment Law Update — Utah,” an Employers Council event. Location is Sheraton Salt Lake City, 150 W. 500 S., 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 nonmembers. Details are at westjordanchamber.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, 455 25th St., Ogden. Cost is \$20 for WIB members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

May 26, noon-1 p.m.

Women in Business Professional Growth Series, a ChamberWest “Lunch Break” event. Speaker Michelle McCullough will discuss tips on how to navigate challenges and be a source for good both personally and professionally. Event takes place online via Zoom. Details are at chamberwest.com.

May 26, 4-8 p.m.

“Ms. Biz” Cohort Training, a Women’s Business Center of Utah event offered evenings on May 26, June 9, June 23 and July 7 and includes online training and two hours of personalized coaching. Event takes place online via Zoom. Cost is \$50. Details are at wbcutah.org.

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

Coffee Connection, a Hol-

laday 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.

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, 3:30-5 p.m.

“Business Connections and Bowling,” a ChamberWest event. Location is All-Star Bowling & Entertainment, 1776 W. 7800 S., West Jordan. Cost is \$15 for members, \$20 for nonmembers. Details are at chamberwest.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 12, 11:30a.m.-1 p.m.

“Second Friday Casual Lunch,” a ChamberWest event. Location to be determined. Details are at chamberwest.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

Succeeding in Your Business

You can spy on your employees, but can you spy on your independent contractors?

"I read with interest a column you did a while back on whether or not you can legally spy on what your employees are doing on the Internet. I have a 'virtual company' with one or two full-time employees, but work with several independent contractors who work out of their homes. Occasionally, we have meetings at the office and the contractors bring their laptops to work on while they're here. Do I have the same rights to spy on their online activities as I do with my employees?"

In a word, no.

You do have a legitimate concern about your independent contractors engaging in online conduct that would embarrass you or your company, or subject you to legal liability. But I think that concern is outweighed by the fact that you cannot legally direct and control an independent contractor's activities the way you can your employees'. Spying on your independent contrac-

tor's online activity dramatically increases the risk that the IRS or some other government agency will reclassify your independent contractors as "employees," with disastrous consequences for you and your business.

It gets worse. When someone is your independent contractor, you must give him the opportunity to work for other companies. As you (hopefully) have done, those other companies have made these contractors sign confidentiality or nondisclosure agreements promising to keep all of their clients' information confidential so company A doesn't find out what company B is up to, company B doesn't find out what company C is up to and so forth.

By spying on your independent contractors' laptops, you may find yourself viewing confidential data of other companies, causing your contractors to breach their duty of confidentiality to their other clients. There's also a strong possibility that if

another company finds out you had access to its confidential information, it would sue you for inducing the contractor to breach his nondisclosure agreement.

The best protection against illegal online activity by an independent contractor is to put some strong language in your contractor agreement prohibiting it, specifically the following:

- Your agreement should require contractors to abide by "all reasonable rules and regulations" of your company when they are working on your premises, including your Internet use and email policy. Make sure each contractor gets a copy and signs a receipt acknowledging that he or she understands it.

- The contractor should indemnify you for any conduct that gets you into legal trouble (this means the contractor will pick up all costs of defending a lawsuit and pay any judgment or settlement against you).

- Get this indemnity from the contractor herself, not her corporation or limited liability compa-

ny (LLC). You want her to know that if she even thinks of doing something online to injure your company, her house will be at risk.

- Finally, require all of your contractors to obtain errors and omissions insurance for their indemnity obligations, and name your business an additional insured on all E&O policies they carry.

When it comes to your home-based employees, the law is a little murkier. Since these people are "employees" for tax purposes, you have the right to direct and control their activities while they're on company time. Yet because home-based workers often mix business and personal activities, there's a good chance that being able to monitor their online activities will constitute illegal invasion of privacy if it's done too aggressively. Do you really want to know what websites your employee's teenage son is viewing on Dad's computer while his parents are out to dinner?

The best protection in this instance would be to have each

employee sign a document promising to dedicate at least one computer to company business and refrain from putting any non-work-related software or information on it. Better yet, provide a dedicated laptop for each employee with a lock preventing downloads of personal or non-business software without your knowledge.

But use common sense. One of the main reasons people want to work for smaller businesses is freedom from the rigid, bureaucratic and sometimes silly cubicle rules that bigger companies impose on their employees. When developing any policy for employees' Internet or email use, weigh your need for protection against your desire to create a warm, flexible, empowering and fun workplace that employees will kill to be part of.

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

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CALENDAR

from page 9

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

June 17, 3:30-5 p.m.

"Business Connections and Bowling," a ChamberWest event. Location is All-Star Bowling & Entertainment, 1776 W. 7800 S., West Jordan. Cost is \$15 for members, \$20 for nonmembers. Details are at chamberwest.com.

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.

June 24, 11:30 a.m.

"Mid-Year Construction Forecast Review for Utah and the Region," hosted by the Mountainlands Area Plan Room to benefit the American Society of Professional Estimators (ASPE) and the National Association of Women in Construction (NAWIC) Utah chapters. Location is Megaplex at Valley Fair Mall, 3620 S. 2400 W., West Valley City. Cost is \$25 pre-paid donation to NAWIC or ASPE, \$35 at the door. Seating is limited to the first 100 paid RSVPs. RSVPs can be completed by contacting Mike Luke at mike@MAPR.com.

June 26, 8-11 a.m.

Professional Development Workshop, a Salt Lake Chamber event. Sara Jones, president of InclusionPro, will discuss "Inclusion by Design." 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.

July 1, 8:30-10:30 a.m.

"I-9: Self-Audit Workshop," an Employers Council event rescheduled from April 2. Location is Employers Council, Utah office, 423 W. Broadway,

Suite 200, Salt Lake City. Cost is \$99. Details are at employerscouncil.org.

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

"Business Connections and Bowling," a ChamberWest event. Location is All-Star Bowling & Entertainment, 1776 W. 7800 S., West Jordan. Cost is \$15 for members, \$20 for nonmembers. Details are at chamberwest.com.

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

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

July 8, noon-1 p.m.

"Startup Stories," a Kiln event featuring speaker Syd McGee, CEO of Studio McGee. Location is Kiln, 2701 N. Thanksgiving Way, Suite 100, Lehi. Details are at kiln.co.events.

July 9, 8:30 a.m.-12:30 p.m.

"Conflict: Recognizing and Navigating Workplace Differences," an Employers Council event. Location is Employers Council, Utah office, 423 W. Broadway, Suite 200, Salt

see CALENDAR page 13



THE BUSINESS LEADERS' CRISIS CYCLE



WASATCH I.T.



FIREHOSE

Situation: Maintain business operations while transitioning employees to work from home.

Actions: Setup VPNs, firewalls, remote access, shared files, etc.

DATA

Is our data backed up?

Are users saving data to appropriate locations?

SECURITY

How are we handling sensitive customer and company data?

Are remote work policies in place?

Are proper permissions and safeguards in place for data accessibility?

VALUE

Are our resources providing appropriate value?

SUPPORT

Is our I.T. team providing needed support?

Is our I.T. team responsive?

Can we grow and adapt with our I.T. team?

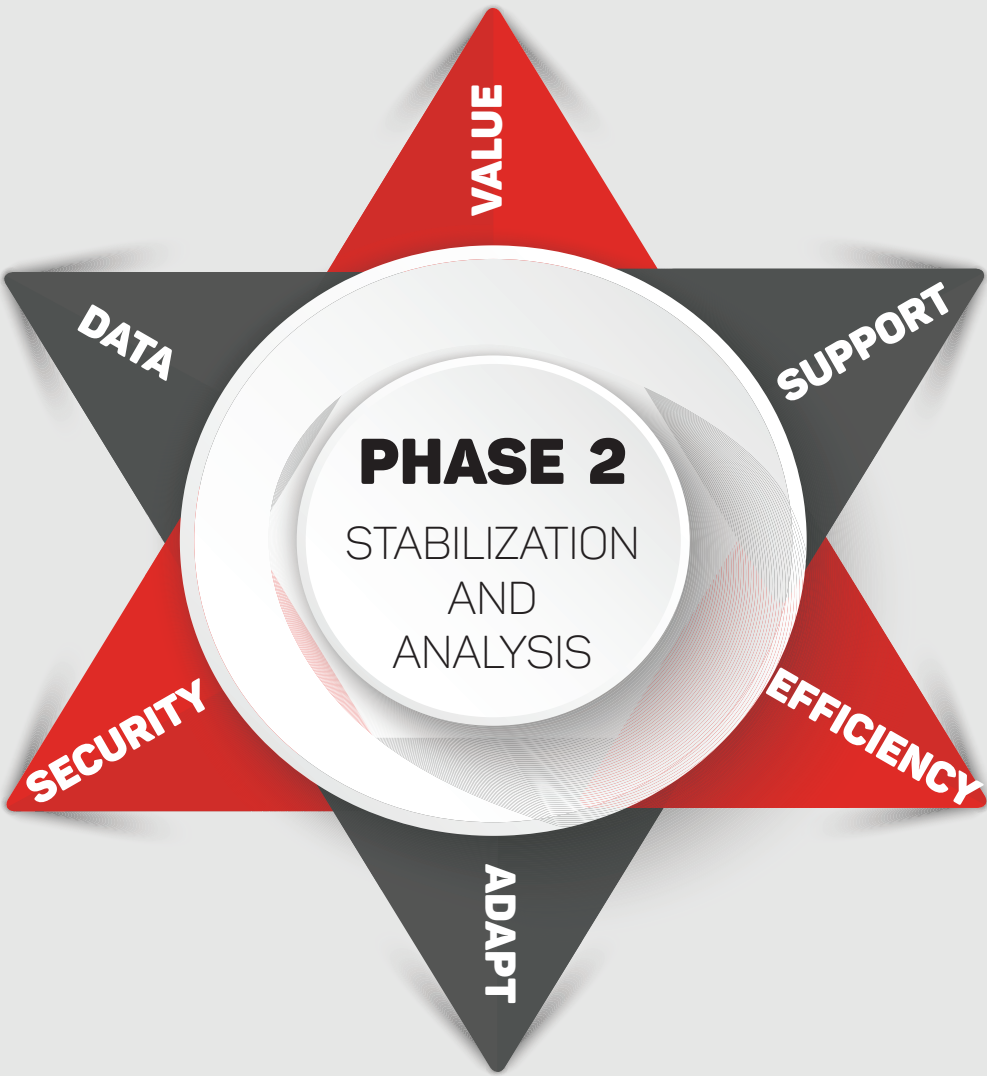
EFFICIENCY

How successful is our remote work and remote collaboration?

Are employees supplied and trained on programs necessary to succeed?

ADAPT

What must we change going forward?



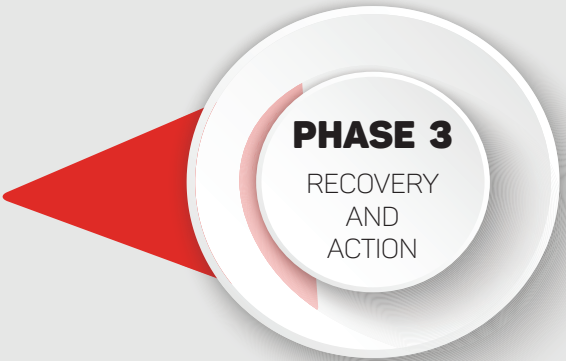
PHASE 2

STABILIZATION
AND
ANALYSIS

RECOVERY AND ACTION

Situation: Implement improvements analyzed in Phase 2. Cut waste. Maximize resources. Take actions to create a healthier, more prepared company for the future.

Actions: Migrate to o365. Migrate physical servers to cloud based technologies.. Setup geo-redundant backups. Transition to VOIP phone system. Update or create I.T. related policies and procedures. Optimize partnerships and resources.



PHASE 3

RECOVERY
AND
ACTION



WASATCH I.T.

We are here to help!

info@wasatchit.com

(801) 983-3671

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Opinion

A new agency will not make us more prepared for the next pandemic

In times of crisis like the one we are now going through, calls to grow an already-bloated bureaucracy abound. Whether it's through more centralization, more powers to the federal government or the creation of new bureaucracy to address the pandemic, the hope is that next time around, a new arrangement will allow for a better and faster response. Not likely.

Yet, it happens each time there's a crisis. After the 9/11 terrorist attacks, the federal government created the Department of Homeland Security and a centralized airport security agency, the Transportation Security Administration. Oh, and don't forget about the Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act, which expanded many other government powers.

Similar growth in government occurred after the Great Recession. For instance, the federal government created the Consumer Financial Protection Bureau, the Financial Stability Oversight Council, the Federal Insurance Office and many other bureaucracies and programs meant to prevent the next financial crisis. Uncle Sam also accumulated more control over the extension of

credit, both mortgage and personal.

This crisis is no different. For instance, former Chicago Mayor Rahm Emanuel recently called for the creation of another program or cabinet-level department to prepare for, and fight, the next pandemic.

Please don't.



VERONIQUE
de RUGY

First, even if one assumes that the problem with our lack of preparedness was excessive government decentralization, I'm curious as to whether Emanuel would agree to get rid of the many agencies and programs that already exist, like the Centers for Disease Control and Prevention, that would become redundant under his plan. The only thing this new growth would do is add another agency to interfere with the others already charged with doing the same tasks.

Second, a lack of preparation for the COVID-19 pandemic is a government failure of epic proportions and has nothing to do with an inadequate budget or a lack of programs and agencies supposedly charged with preparing for such a risk. This failure is the product of the well-documented and terrible incentives that exist in government. These disincentives spring from the absence of market discipline that each private-sector

business faces if it doesn't perform. And these perverse incentives within government are enhanced by the fact that bureaucrats and politicians carelessly spend other people's money. The product is a slew of dysfunctional agencies and programs that often focus on goals that have nothing to do with what the agencies and programs were created for.

Consider the CDC. Preparing for a pandemic like COVID-19 should have been at the forefront of what it does. But instead, bureaucrats there waste most of their resources on fighting things like teen vaping. Create a new department and we'll soon see its original intent buried beneath many other new and politically shiny priorities. And like all bureaucracies, it would find a way to continually expand its purpose and budget.

So, the creation of a new agency would not make us more prepared for the next pandemic. Any new bureaucracy would be part of the same unwieldy government that failed us during this pandemic, botched the launch of the Affordable Care Act website and pushed us into a 17-year war in Iraq under the notion that it threatened us with weapons of mass destruction. Why would we believe that a government that fails repeatedly will somehow suddenly perform

better if only we add another agency?

A better alternative is to continue the deregulatory trend that is helping combat this pandemic. The private sector has proven to be more resilient and flexible than the government. The private sector is far better at delivering solutions for this crisis.

My Mercatus Center colleagues Matthew Mitchell, Adam Thierer and Patrick McLaughlin have proposed what they call the "Fresh Start Initiative," modeled after the Department of Defense's Base Realignment and Closure, or BRAC, Commission. Their proposed commission would identify and study all the rules revised or suspended during the current crisis and then make recommendations for each rule to be terminated or reformed, thereby crafting "a plan and timetable for automatically sunseting or comprehensively reforming those policies or programs as part of a single reform package."

If it works as well as BRAC did, many of these useless rules will be permanently terminated. That beats creating more bureaucracies.

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

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I tweeted about my mother's diagnosis - and spiritual floodgates opened

Much has been written about the destructive effects of social media. There are studies showing that platforms such as Twitter are eroding our intelligence, corroding our democracy, fueling our anxiety, harming our mental health and making us miserable.

But during today's pandemic, social media has also been an unprecedented source of comfort for many who are struggling with the horrific impact of this pathogen. I know, because I have experienced those comforts firsthand.

My mother has COVID-19 and is in a New York City hospital fighting for her life. I usually keep my private life private, but when we learned she had taken a turn for the worse, my wife told me I should ask for prayers on Twitter. At first, I hesitated. I tend to tweet about politics and not share much private information. But desperate times call for desperate measures. So, I typed "My 91-year-old mom is in the hospital in New York with COVID-19. I'd be grateful for your prayers for her" and hit "send."

Almost immediately, the spiritual floodgates opened, as my feed filled with messages of empathy, love and compassion. Many shared their own stories. "Sorry to hear. Pulling for her. My father with Parkinson's disease is on a ventilator with COVID too," wrote one.

Kindness poured in from supporters and antagonists alike. One person wrote: "Mr. Thiessen, I despise your political takes, I pray with every fiber of my being your mom is OK. God bless you, sir. I truly hope

she pulls through." That touched me more than words can say. A tiny fraction did write nasty tweets saying, in effect, that I was getting what I deserved for my political views. But here's what's amazing: Others pounced on them and shut them down. ("What is wrong with you?" was a typical reply.)



MARC
THIESSEN

I received more praying hands emoji than I can count from people of many faiths. Many sent Bible verses, prayers of the saints and promises to light candles. Others who do not share my faith still sent "healing thoughts," "virtual hugs" and "good vibrations."

People with whom I'd sparred with over politics sent messages of support. A *New York Times* reporter I'd never met, an MSNBC anchor, a former Obama administration official and a Biden campaign advisor. So did colleagues from *The Post*, the American Enterprise Institute and Fox News, as well as from my old days in the Senate and the George W. Bush administration. So did old college, high school and even grade school friends, who shared reminiscences of my mom and how they remembered her as a fighter. A friend who is an opera singer promised to sing for her that night. A friend who had recovered from the virus offered to donate plasma. Two friends who had donated iPads to my mom's hospital helped set up a FaceTime chat with her grandkids.

As a teenager, my mother fought with the Polish underground during the 1944 Warsaw Uprising against the Nazis. Through social media, word of her illness

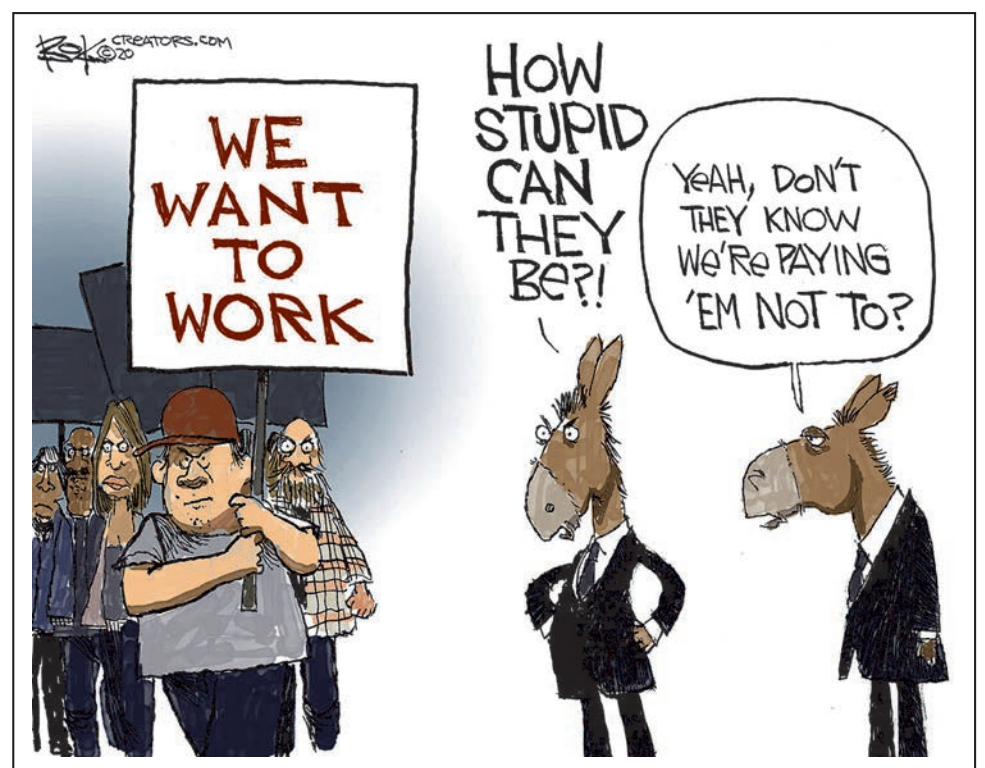
traveled across the Atlantic. The Warsaw Uprising Museum tweeted: "A hero of the Warsaw Uprising. We are thinking of you and hoping for her speedy recovery!" Suddenly, Polish Twitter swung into action, as prayers poured in from the Polish diaspora.

One study found that including strangers in your social network can hurt self-esteem. Maybe so, but this week my family was enveloped in the compassionate embrace of countless strangers. I tried to "like" every reply but eventually gave up. There were just too many. According to

Twitter's analytics, 2.6 million people saw my tweet and more than 254,000 engaged with it — reading, liking, responding or sharing it with others. There is no analytic to show how many stopped to pray, but if even a fraction did, then my family has been blessed beyond measure.

I believe in the power of prayer. When I worked in the Bush White House, my dear friend Monsignor Charles Pope gave a homily at the National Day of Prayer

see THIESSEN next page



REOPENING

from page 1

The webinar featured tips, tools and models for businesses to reopen in a safe and healthy way. But a rule of an epidemic is that “a day is an eternity,” according to Dr. Kurt Hegmann, chief of the Division of Occupational and Environmental Health and director of the Rocky Mountain Center for Occupational and Environmental Health.

“This is something which small-business owners are going to actually be better prepared to understand than the large ones,” Hegmann said. “A small-business owner is typically encountering various problems that they need to solve on the fly, every day, whether it is a delayed delivery or production problem or so forth. In a larger organization, that’s not typically handled in the C-suite.

“So, a small-business owner can better, I think, understand the issue of taking your best shot at it, making a decision and when the facts change you take another swing at it, and moving on.”

Speakers cautioned that reopening businesses will be more of a dial than a switch, with gradual changes required on the path to a “new normal.”

Matthew Thiese, occupational epidemiologist at the Rocky Mountain Center for Occupational and Environmental Health at the University of Utah School of Medicine, said “it makes a lot of sense” for the first businesses to open to be ones where wide spacing is readily available to accommodate physical distancing.

Elements for reopening companies to consider are providing surveillance and training for employees, helping them understand virus symptoms, incorporating appropriate hygiene, wearing masks and maintaining social distancing,

“It’s not a one-size-fits-all situation,” Thiese said. “It’s definitely industry-specific as well as location-specific — thinking about how in your business or in your industry these types of practices of distancing and wearing masks or maybe sharing shifts or that type of stuff and disinfecting, can play a role in this.

“What we’re doing at the Rocky Mountain Center won’t work at some other places. Really, [be] considering your own company-specific situation and then looking through the bigger lens of the fact that what you say or what you do right now may be very different in a week or a couple of weeks.”

Hegmann encouraged companies to involve employees in the planning. “After all, nobody’s

got a monopoly on knowledge here,” he said. “There’s no doubt that some of our employees are going to come along with the best idea.”

At WCF Insurance, most employees have been telecommuting. Meetings have taken place through Zoom and Teams. Some essential employees in public-facing positions have been wearing masks. Companies might consider staggering work shifts so not everyone is in a building at once and deciding which positions should continue telecommuting, Clark said.

“We may not go back to the way it was, completely,” she said, “because maybe there are some things that we’ve learned in the process and things we can do better working remotely, and likewise maybe there are some things we can do better when we’re in the office.”

Linda Wardell, general manager of City Creek Center and board chair for the Salt Lake Chamber, suggested that businesses look to Gov. Gary Herbert for guidance and then “stay tuned.”

“As Dr. Hegmann says, in a pandemic, we have to be prepared for change every day and that’s certainly what it has felt like through this entire time. Things are changing all the time,” Wardell said.

“We just literally have to stay tuned to what’s happening every day and sort of see where we are. I know in my own organization, we’re sort of in a 24-hour cycle. We’re seeing what happens today and making decisions for today and hoping that that will allow us to plan out until tomorrow. But it is very hard for large business organizations to accept that and incorporate that into their strategies.”

Clark said the “return to prosperity” must be done safely or “we’re going to return to a pandemic nightmare. We don’t want that. So we have to have a plan that is actually fluid, and we have to be prepared to pull back on the throttle or push on the throttle.”

Speakers talked a bit about the “new normal” that could be in place after all businesses are reopened. Clark said it could be “back to normal, but wiser.”

“I’m optimistically thinking we really are going to get back to our ‘normal normal’ eventually,” Hegmann said, “but the new normal will be an intermediate step. And I do agree with that, that we will have to, for a period of time at least, to guard against and minimize a second [virus] wave and, God forbid, a third wave. We need to keep cognizant of all these lessons that we’ve learned over the last two months.”

CALENDAR

from page 10

Lake City. Cost is \$145. Details are at employerscouncil.org.

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

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

July 15, 8-10 a.m.

M.A.C.H. Speed Networking, a Murray Area Chamber of Commerce event. Location is Urban Arts Gallery, 166 S. Rio Grande St., The Gateway, Salt Lake City. Free with pre-registration. Details are at murraychamber.org.

July 15, 8:30 a.m.-12:30 p.m.

“Family and Medical Leave Act 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.

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

“Business Connections and Bowling,” a ChamberWest event. Location is All-Star Bowling & Entertainment, 1776 W. 7800 S., West Jordan. Cost is \$15 for members, \$20 for nonmembers. Details are at chamberwest.com.

July 16, 8:30-10:30 a.m.

“Confidentiality and Privacy Rights in the Workplace: 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.

July 16, 5-7 p.m.

Business After Hours, a Salt Lake Chamber event originally scheduled for May 21. Location is Squatters Pub, 147 W. Broadway (300 S.), Salt Lake City. Cost is \$7 through July 9 for members, \$10 for members the week of the event, \$15 for nonmembers. Details are at slchamber.com.

July 17, 8 a.m.-noon.

“You’ve Got Two Minutes: Modifying Your Message for Any Audience,” a Salt Lake Chamber event. Speaker is Bill Nixon, chairman and CEO of Policy Impact Communications. Location is Salt Lake Chamber, 175 E. 400 S., Suite 600, Salt Lake City. 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.

July 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 davis-chamberofcommerce.com.

July 22, 5-7 p.m.

Business After Hours, an Ogden-Weber Chamber of Commerce event. Location is Ogden Pioneer Days Office, 1810 Washington Blvd., Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

July 28, 8:30 a.m.-4 p.m.

“Lead Worker Training,” 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.

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

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

July 29, 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.

July 30, 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.

Aug. 21

Annual Children’s Charity Golf Classic, a Murray Area Chamber of Commerce event. Activities include a 7 a.m. breakfast/check-in and 8 a.m. shotgun start. Location is Murray Parkway Golf Course, 6345 Murray Parkway Ave., Murray. Details to be announced.

Oct. 21

Ninth Annual Governor’s Energy Summit, originally scheduled for May 18. 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.

THIESSEN

from previous page

that has always stayed with me. “I’ve often thought that one of the joys of heaven will be that we’ll be able to see what a difference our prayers made,” he said that day. “I think in heaven we’ll see that we changed world history by our prayers working with God’s grace. ... We’re going to find out that hearts were changed, enemies were reconciled, communities were renewed and families were restored because we prayed.” He ended by quoting an old gospel song: “Somebody prayed for me. Had me on their mind, took the time and prayed for me. I’m so glad they prayed.”

To everyone praying for my mom: Thank you. I’m so glad you prayed.

Follow Marc A. Thiessen on Twitter, @marcthiessen.

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The Hibbs Homes team is excited to announce we will soon begin construction on our Energy-Efficient custom homes in Salt Lake City market. We have long been an innovator in the Midwest, building the most advanced and energy-efficient homes in the area, and we saw an opportunity to bring that same approach to building homes in Salt Lake City and the surrounding communities.

Northern Utah has always been a special place for our family, and we have spent years splitting time between St. Louis, MO and Park City. In fact, it was sitting outside during the 4th of July Parade in Park City when my

wife Jan and I dreamed up the concept of building in Utah, and now we are ready to make that dream a reality.

Our team has spent 16 years hard at work developing proven processes and approaches to deliver “Better Built Custom Homes,” and our clients in Northern Utah will benefit from the experience and dedication to customer service that has made us one of the largest custom builders in St. Louis.

One of our Core Values is a WOW Customer Experience. We keep this promise through exceptional organization, communication, and a dedication to our clients throughout the building process. Our team has worked

hard to develop an approach that allows us to offer both excellent customer service and guaranteed pricing. It’s a combination unique to our industry. You might call it - a new experience in custom home building.

While Hibbs Homes headquarters will remain in St. Louis, the Salt Lake City/Park City branch will be operated by General Manager Amy Herold. Amy is a Salt Lake City native and a graduate from the University of Utah. We have assembled an unparalleled team of design-build professionals to ensure that each project adheres to the Hibbs Homes standards of excellence. Our local team includes De-

sign Consultant Lydia Huffman and a variety of talented designers and architects.

We are looking forward to serving our friends and neighbors and are excited to expand our brand into one of the fastest growing communities in the country, and one that means so much to our family. If you’d like to learn more about Hibbs Homes and our custom home building process, reach out to Kim or Amy or visit our website, www.HibbsHomesUSA.com.

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UPDATES

from page 1

Urban Arts Gallery in Salt Lake City.

June 24, 7 a.m.-3 p.m.

Annual ChamberWest Golf Classic at Stonebridge Golf Club in West Valley City.

June 25, 7 p.m.

"Business is No Laughing Matter," a South Valley Chamber event at the Sandy Amphitheater in Sandy.

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.

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

Employers Council's "I-9: Self-Audit Workshop," originally scheduled for April 2, has been

postponed to July 1, 8:30-10:30 a.m., at the council's offices in Salt Lake City.

Employers Council's "Interviewing: How to Gain a Competitive Edge" class, originally scheduled for March 26, has been postponed to May 14, 8:30 a.m.-12:30 p.m., at the council's offices in Salt Lake City.

Annual Children's Charity Golf Classic, a Murray Area Chamber of Commerce event originally scheduled for June 26 at Murray Parkway Golf Course in Murray, has been postponed until Aug. 21.

Business After Hours, a Salt Lake Chamber event originally scheduled for May 21 at Squatters Pub in Salt Lake City, has been postponed until July 16.

Ninth Annual Governor's Energy Summit, presented by the Governor's Office of Energy Development, in partnership with Utah Media Group and HBW Resources, originally scheduled for May 18 at the Grand America Hotel in Salt Lake City, has been postponed until Oct. 21.

The South Jordan Business and Entrepreneurial Summit and Expo, originally set for April 29 at Salt Lake Community College's Miller Campus in Sandy, has been postponed until a date to be determined.

The Zions Bank Business Success Academy workshop titled "De-Stink Your Marketing," originally scheduled for April 29 at Zions Bank Business Resource Center in Salt Lake City, has been

postponed until a date to be determined.

Professional Development Series, a ChamberWest event, originally set for April 23 at TownePlace Suites by Marriott West Valley, has been postponed until a date to be determined.

"America's Role in the World: Why Leading Globally Matters to Utah," a U.S. Global Leadership Coalition invitation-only event originally set for April 6 at the Grand America Hotel in Salt Lake City, has been postponed until a date to be determined.

OTHER INFORMATION

SkyWest Inc., St. George, has announced that its 2020 annual meeting of shareholders, set for May 5, 10 a.m., will be in a virtual-only meeting format. The timing and process for voting by proxy remains unchanged. Shareholders at the close of business on March 4 can access, participate in and vote at the virtual annual meeting at www.virtualshareholdermeeting.com/SKYW2020 by using the 16-digit control number included on the proxy card and the instructions that accompanied the proxy materials.

The Lassonde Entrepreneur Institute at the University of Utah has moved all of its summer events and activities online.

The Women's Business Center of Utah event titled "Google: Manage Your Business Remotely in Times of



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SOFTWARE ENGINEER II

DealerSocket, Inc. seeks **Software Engineer II** in Draper, UT to solve complex software engineering tasks. Apply @ www.jobpostingtoday.com (ref #66419).

Uncertainty," taking place May 6, 10-11 a.m., has been moved online. Details are at wbcutah.org.

Chamber Launch, a Salt Lake Chamber event taking place May 13, 8:30-10 a.m., has been moved online. Details are at slchamber.com.

Business Alliance Networking Luncheon, a Davis Chamber of Commerce event on May 5, 11:30 a.m.-1 p.m., has been moved online. Details are at davischamberofcommerce.com.

"Business Connections &

Bowling," a ChamberWest event on May 6, 3:30-5 p.m., has been moved online. Details are at www.chamberwest.com.

"Business Connections & Bowling," a ChamberWest event on May 20, 3:30-5 p.m., has been moved online. Details are at www.chamberwest.com.

Morning Speaker Series, an Ogden-Weber Chamber of Commerce event May 7, 7:30-9 a.m., has been moved online. Details are at ogdenweberchamber.com.



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