

OF NOTE



Show me the money!

Forty-seven percent of Utahns who are full-time employees expect a pay raise this year, according to a survey by financial support company and lender CreditNinja. Its research indicates the average full-time employee in the state has saved \$401 per month since the start of the pandemic.

Innovate Utah
page 7

Industry News Briefs
pages 8-9

Business Calendar
page 11



Lt. Gov. Deidre Henderson announces a new "returnship" program during a news conference at Northrop Grumman's Roy Innovation Center. The initiative aims to increase opportunities for people re-entering the workforce after an absence.

Utah offers 'returnships' for adults going back to work

Brice Wallace
The Enterprise

Utah companies looking to fill open job positions and people with employment gaps on their resumes are expected to benefit from a new state program designed to get those people back into the workforce.

Gov. Spencer Cox and Lt. Gov. Deidre Henderson recently announced a "returnship" program designed to provide more opportunities for people re-entering the workforce after an absence. The first step of the program calls for state agencies to boost returnship opportunities internally —

Utah is the first state to offer it — and for private companies to do the same. Another program track provides short-term training opportunities at higher education institutions to help people learn new skills "designed to connect them with a rewarding career," Henderson said.

Adults who have been out of the workforce for extended periods include full-time parents, members of the military and their spouses, caregivers, professionals and retirees who can get current experience, skills, training and mentoring needed to get back

see RETURNHIP page 12

Driver's licenses may soon be on your smartphone

Starting as soon as this summer, your driver's license may be moving from your wallet to your smartphone. The Utah Department of Public Safety's Driver License Division (DLD) is launching a pilot program that may eventually allow drivers to maintain a mobile driver's license as a digital file on their phones.

Officials say the mDL will allow you to add your primary form of identification — either your driver's license or identification card — to your mobile phone. According to the DLD, the mDL isn't just convenient, it will enhance "privacy by minimizing the amount of personal data they share, in contrast to what they now share when handing over a physical card."

Utah's mDL is the first in the nation and, according to DLD, "will incorporate the industry standards established for privacy, security, interoperability and authenticity." DLD says mDLs are "a secure, contactless digital form of ID that give citizens control of the personal information they share with businesses."

To access you mDL, you would download an app to your mobile device, most likely a smartphone. Entities like banks and grocery stores will then use a reader to request, receive and verify the integrity and authenticity of your mDL. The reader will access the DLD's information infrastruc-

see LICENSES page 14

Tech jobs to grow more in Utah than any other state

If you think Utah's tech sector has exploded during the past few years, growth in both the near and short terms could reverberate even louder.

Utah's technology-related employment is expected to grow more than any other state's this year and over the next decade, according to a new report from CompTIA, a nonprofit association for the information technology industry and workforce.

The association last week released its "Cyberstates 2021" report that projects

6,372 net new tech-related jobs in Utah this year. That 4.2 percent growth rate is the highest of any state and far above the projected national rate of 2 percent.

The Cyberstates report also projects Utah tech occupation growth to jump by 27 percent by 2030. Nevada is second at 24 percent, with all other states below 20 percent.

If the projections for Utah are correct, they would follow a U.S.-best 1.5 percent year-over-year increase that the state ex-

perienced in 2020. Net new jobs were up 2,275, or 10th among states.

Meanwhile among the 51 metropolitan areas included in the report, Salt Lake City ranks third, with a forecasted tech employment growth rate of 3.7 percent this year.

The report pegged Utah's current net tech employment at 152,687, which includes 103,898 jobs in the tech industry and

see TECH JOBS page 14



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

All of Utah's COVID-19 transmission rate reported 'moderate' or lower

As of last week, data from Utah's Department of Health show that no place in the state is now considered a "high risk" for COVID-19 transmission.

On April 1, Beaver and Emery counties moved to a "moderate" transmission level for COVID-19. It means that virus cases, positivity rates and hospitalizations have dropped to certain thresholds. Counties that move out of a high transmission index can also loosen some health restrictions on gatherings. Masks were still mandated statewide at least until April 10 as a result of the "COVID-19 endgame" law passed by the state Legislature in March.

Although Utah is a beginning to ease some restrictions as COVID-19 cases and hospitalizations decline, various new outlets have reported that in a memo to state employees, Gov. Spencer Cox has announced a decision to keep the mask mandate in effect for state personnel until May 31. That applies to buildings on Utah's Capitol Hill, state-run liquor stores and the DMV driver license offices.

"We want to make sure our employees have an opportunity to get that vaccine before we take the masks away in those workplaces," Cox told Salt Lake City's Fox13. "So we anticipate by the end of May, everyone will have the opportunity to be fully vaccinated and at that point we won't require masks for our employees."

Cox also said that despite pushback and pleas from some groups, he will not lift the mask mandate in K-12 schools.

FEMA provides additional \$17.1M to Utah for COVID-19 response needs

The Federal Emergency Management Agency (FEMA) has provided more than \$17.1 million in additional Public Assistance funding for the COVID-19 response in Utah. The assistance was made available under a major disaster declaration issued March 28, 2020. FEMA has provided a total of \$108.5 million for the Utah COVID-19 response to date.

The new administration approved a cost share increase from 75 percent to 100 percent for projects related to the pandemic response that include work completed between Jan. 20, 2020 and Sept. 30, 2021. This approval allowed FEMA to reimburse states, cities and other partners for 100 percent of eligible costs. This funding announcement represents the remaining 25 percent cost share for two projects that were previously funded by FEMA.

The \$17.1 million was approved for the Utah Department of Health's COVID-19 associated costs, contracts and facilities.

Utah applauds report that Pfizer's vaccine 100% effective on kids 12-15

Drug company Pfizer has published a report that says its COVID-19 vaccine is 100 percent effective for kids ages 12 through 15. The vaccine, which is already being used for those as young as 16, is going through the FDA approval process for the younger children and should be available for distribution in the next few weeks to Utahns in the 12-15 age category.

"This is really important news," Dr. Andrew Pavia, a pediatric infectious disease specialist with Primary Children's Hospital, told an online briefing of media members after Pfizer's study was released. "It's important news for three reasons at least: The first is that it protects children — that's the most important reason," he continued. "We often say children don't get sick as often as adults and there are not as many hospitalizations or serious outcomes but that's damning with faint praise."

Pavia said there have been deaths from rare complications from COVID-19 that can develop in children. Pavia said the other reason the news was important is that children, especially teenagers, are key infection spreaders and getting them vaccinated will help the state to reach herd immunity.

"Having them vaccinated will allow them to interact with vulnerable people who can't be vaccinated or if the vaccines won't work and will decrease the risk for their family members and loved ones because no vaccine is 100 percent effective," Pavia said. "And just because grandma and grandpa have been vaccinated, this adds an important extra layer of protection."

Salt Lake Co. launches program to bring diverse businesses resources

Salt Lake County has announced the launch of the Economic Inclusion Community Assistance Program aimed at mitigating the K-shaped economic recovery resulting from the effects of the coronavirus pandemic. A K-shaped recovery is defined as a scenario where certain industries and individuals pull out of a recession, while others stagnate, basically splitting an economy in two with separations along class, racial, geographic or industry lines.

The program is designed "to address gaps in connecting diverse business owners with existing resources, which have otherwise remained underutilized or unknown, the county said in a release. County leaders said they want to leverage community organizations' relationships to help connect diverse businesses with the support they need to recover from the pandemic's effects and achieve long-term success.

"We believe community partners have the existing relationships, established networks, and cultural awareness necessary to effectively assist diverse business owners experiencing the devastating financial impacts of the pandemic, and this program will facilitate that one-on-one connection," said Samantha Mary Thermos, Salt Lake County COVID-19 economic recovery program manager.

The program will specifically fund partners that work with businesses in communities experiencing economic opportunity gaps, including African American, Black, Hispanic, Latinx, Native American, Asian-Pacific, Subcontinent Asian American, women, persons with disabilities, veterans, socially or economically disadvantaged businesses and businesses located in areas with lower economic opportunity.

"I'm proud of the high levels of economic opportunity Salt Lake County has achieved, but we still have important work to do around inclusion," said Jevon Gibb, Salt Lake County economic development director. "Some communities are getting left behind and COVID-19 has made that trend worse. All too often, this lack of opportunity goes overlooked. We're excited to work with partners to help these communities achieve their potential, which will create a stronger economy for everybody in Salt Lake County."

Salt Lake County planning to open senior centers beginning April 19

Salt Lake County officials said last week they will reopen its 20 senior centers within the county beginning April 19 for the first time since March 13, 2020. The senior centers were closed at the same time as recreation centers, libraries, cultural facilities and other county buildings the day after then-Gov. Gary Herbert issued an order to reduce gathering sizes to 100 people.

Since last year's closing, the Salt Lake County Aging & Adult Services provided drive-through meals to its patrons, weekly wellness calls and "virtual center" experiences to make up for the closure.

Paul Leggett, division director for Salt Lake County Aging & Adult Services, said in a statement that the coun-

ty will still offer all the services that were created to address COVID-19 concerns for patrons who would still like to or need to use those services even after senior centers reopen. He added that he was excited they had reached a point where the senior centers could reopen.

"It's been a long year of waiting for the centers to reopen. Once we are open, we plan to stay open," Leggett's statement read.

The department said they will begin using new protocols once the senior centers reopen. That includes more cleaning measures, lunch reservations (for indoors and via drive-through) and pre-registration for all indoor activities. Face coverings and social distancing will also be required.

Study shows most employees favor vaccination before returning to work

Provo-based business management platform Qualtrics has released a study that says that employees largely support vaccine mandates, with a large number of them saying they will wait to be vaccinated before returning to the office. Customers are also more likely to support businesses that require their employees to be vaccinated, the study found.

"The pandemic upended life as we knew it and every organization around the world had to change. Many were left wondering what impact the sudden shift would have on the future of experience. Now, as companies create their playbooks for the new normal, it has never been more important to listen to feedback from employees and customers to ensure they can deliver experiences that create a sense of safety and comfort," Qualtrics said in releasing results of the study.

The study asked more than 1,000 individuals across the United States about their views on vaccine mandates and what they'd like to see moving into the new normal. Employees largely support vaccine mandates with 66 percent of employees saying they support requiring vaccinations before returning to the office. Almost half (45 percent) said they are likely to wait to be vaccinated before going back into the office, while 61 percent said the same about flying on an airplane.

More than half of the respondents (53 percent) said they are more likely to shop at a business that requires employees to be vaccinated.

"As companies look to the future, they need to capture insights to help them determine how to reopen offices, implement safety measures, and gauge employee and customer comfort with vaccine mandates," said Jay Choi, chief product officer at Qualtrics.

VA's vaccination clinic now open for walk-in veterans and spouses

The Veteran's Administration has announced that its Salt Lake City Health Care System has opened its COVID-19 vaccination clinic to all veterans and their spouses for walk-in shots. Until the announcement, vets and their spouses have needed appointments to receive the vaccine. On April 2, the clinic opened the vaccine to all veterans, their spouses and caregivers on a first-come, first-serve basis Monday through Friday from 7 a.m. to 1 p.m.

"Just walk in and we'll take care of you," said Sally Rich, manager of the vaccine clinic. "We're super-excited about the Save Lives Act, because we can vaccinate all veterans and their spouses, and that to us is huge."

"We don't want them to hurry up and wait anymore. We want them to get vaccinated and get on with their lives," said Marissa Schwed, administrative clinic manager.

VA officials say they expect the pace to pick up with the walk-in availability, saying the clinic can vaccinate more than 400 people each day with minimal waiting time. So far, the VASLC has administered nearly 25,000 doses to veterans and staff and said they're ready to do more as more vaccine doses become available, officials said.

Wells Fargo: Younger women are increasingly earning the title of 'breadwinner'

Women's contributions to their family's finances are growing, according to a Wells Fargo study. The study polled 2,195 women in households with \$250,000 or more in assets or \$100,000 or more in income about how they are feeling, responding to and leading through uncertainty and change. Despite the challenges presented during the COVID-19 pandemic, women's contributions to the family pocket-book are growing, the study found.

Over half (54 percent) of all partnered women reported greater or equal earnings to their spouse. And nearly one-third (32 percent) of millennial and Gen X women reported being the primary bread-

winner — one and a half times higher than women from the boomer and traditionalists (20 percent). Additionally, half of millennial and Gen X women (51 percent) stated they lead the household finances as compared to only 40 percent of women in the baby boomer and traditionalists.

"The economic recovery from COVID-19 will be heavily influenced by women as the next generation continues to increase their earnings potential," said Veronica Willis, investment strategy analyst with the Wells Fargo Investment Institute.

Women in younger generations see more barriers in devel-

oping their financial skills. More than a third of millennial and Gen X women said they find financial concepts intimidating (39 percent) and did not learn enough about finances while growing up (34 percent). While one-in-five millennial and Gen X women (21 percent) said they do not have enough time to devote to building financial skills, as compared to only 6 percent of baby boomer and traditionalists women.

Two-thirds (68 percent) of millennial and Gen X women said they get extremely anxious when there is a lot of uncertainty, as compared to only 49 percent of baby boomer and traditionalists women. For almost a third of millennial and Gen X women, financial uncertainty has kept them up at night, according to the survey.

"The financial anxiety experienced by the younger generation during times of economic uncertainty is likely a direct reflection of their relative inexperience getting through financial hardship,"

said Nancy Amick, senior family dynamics consultant with the Advice Center within Wells Fargo Wealth & Investment Management. "Prior generations have the benefit of past experience. Many of these women have weathered turbulent markets and uncertain economic environments."

Despite the increased barriers cited by younger women, most are open and eager to learn and grow. Nearly half (47 percent) of millennial and Gen X women report needing financial advice now more than ever. In fact, three-quarters believe it would be valuable to talk through their financial concerns with a financial advisor — a view shared among the older generations.

However, millennial and Gen X women want a conversation with their financial advisor beyond the numbers. They want to talk about work (78 percent), family (71 percent) and health (60 percent), a sentiment not as highly ranked among the older

generations.

"There is a clear message to financial advisors in this data. Women expect advisors to converse with them about the totality of their lives, as context for providing financial advice," said Heather Hunt-Ruddy, head of business development and growth for Wells Fargo Advisors.

The change in the way young women wish to approach personal finance extends beyond their own financial acumen and experience. Many are prioritizing the financial education of the next generation. In fact, three out of four millennial and Gen X women (77 percent) say they take charge when it comes to the financial education of their children.

"Helping to develop strong financial acumen in their children is a high priority for young women because they cite that very concept as an inhibitor to their own financial success," said Beth Renner, head of the Advice Center for Wells Fargo Wealth & Investment Management. "Women learn from experience and are paying it forward."

Carrus acquires Archetype

Carrus, a Lehi-based online healthcare training and professional development provider, has acquired Archetype Innovations of Duluth, Minnesota. The addition of Archetype's EHR Go platform complements Carrus' existing offerings with a web-based electronic health record training software and opens new channels to provide education across nursing, pharmacy, therapy, informatics and other critical allied health professions, the company said in a release.

"Today's healthcare learners need meaningful experiences that help them focus on patient needs and outcomes and including [EHR Go] with our training will help learners prepare through diverse, customizable, real-world scenarios," said Misty Frost, CEO of Carrus. "People come to us to help them improve their lives and advance their careers through exceptional healthcare learning and incorporating new EHR capabilities into our programs helps us deliver on that mission."

Archetype's EHR Go platform is designed to encourage students to see the holistic nature of healthcare while becoming proficient in its technology. The platform includes 600-plus customizable patient cases and activities built around the diverse and realistic human stories healthcare professionals see every day, Frost said. Used in all healthcare disciplines, EHR Go is fully interprofessional and can be used both within and between programs, in simulation, classroom, lab, practice or for clinicals.

"We founded the company in 2008 with the goal to create an affordable, educational tool that would bring a human-centered approach to the heart of the technology," said Kathleen Annala, CEO and president of Archetype. "Now, with 657 electronic health records, 428 assessments, thou-

sands of learning resources and nearly 244,000 learners, we are proud to join Carrus and continue to provide the best educational EHR experience possible."

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PUBLISHER & EDITOR
 R. George Gregersen

PRESIDENT
 David G. Gregersen
david@slenterprise.com

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

MANAGING EDITOR
 John M. Rogers
john@slenterprise.com

CONTROLLER
 Richard Taylor
richard@slenterprise.com

OFFICE MANAGER
 Dionne Halverson
dionne@slenterprise.com

CLASSIFIED DISPLAY
david@slenterprise.com

CIRCULATION
 Dionne Halverson
dionne@slenterprise.com

LIST DEVELOPMENT
lists@slenterprise.com

ADVERTISING INQUIRIES
david@slenterprise.com

TO CONTACT NEWSROOM
john@slenterprise.com

ART SUBMISSIONS
art@slenterprise.com

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CORPORATE FINANCIAL REPORTS

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

Security National Financial

Security National Financial Corp., based in Salt Lake City, reported after-tax earnings from operations of \$55.6 million, or \$2.88 per share, for the full year ended Dec. 31. That compares with \$10.9 million, or 58 cents per share, in 2019.

Revenue in 2020 totaled \$481.5 million, up from \$283 million in 2019.

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

“For the year, total revenues increased 94 percent, profitability increased over 400 percent, and we achieved a 21 percent return on equity,” Scott Quist, chairman, president and CEO, said in announcing the results.

“Those spectacular results, delivered in difficult circumstances,

reflect the excellence of our company and its people. I applaud the efforts of all our teams in their considerable accomplishment. Most importantly, every business segment delivered impressive results.”

Sportsman’s Warehouse

Sportsman’s Warehouse Holdings Inc., based in West Jordan, reported net income of \$29.6 million, or 66 cents per share, for the quarter ended Jan. 30. That compares with \$9.7 million, or 22 cents per share, for the same quarter a year earlier.

Sales in the most recent quarter totaled \$438.2 million, up from \$258.2 million in the prior-year period.

For the full year, the company reported net income of \$91.4 million, or \$2.06 per share, which compares with \$20.2 million, or 48 cents per share, for the prior year.

Sales in the most recent year totaled \$1.45 billion, up from \$886.4 million in the prior year.

Sportsman’s Warehouse Holdings is an outdoor specialty retailer.

The company announced in December that Great Outdoors Group LLC has agreed to acquire the company for \$18 per share in an all-cash transaction. The transaction has been approved by the board of directors of Sportsman’s Warehouse, and its stockholders approved the merger at the special stockholders meeting March 23. Completion of the merger is subject to the satisfaction of several conditions. The closing is expected to take place in the second half of 2021.

“Sportsman’s Warehouse finished fiscal 2020 with record performance for the fourth quarter and full year. I am proud of our associates who made tremendous efforts to safely serve our customers,” Jon Barker, CEO, said in announcing the results.

“Fourth-quarter same-store sales increased 58 percent compared to the same period last year

due to an exceptionally strong holiday season, elevated participation in outdoor activities, and our continued market share gains in firearms. For fiscal year 2020, we grew same store sales by 48 percent compared to the prior year as we capitalized on historic surges in first-time firearm ownership and outdoor activity participation.”

Last year, the company opened nine new stores and one Legacy Shooting Center, upping its total store count to 112.

ClearOne

ClearOne, based in Salt Lake City, reported net income of \$5.5 million, or 29 cents per share, for the fourth quarter ended Dec. 31. That compares with a net loss of \$2 million, or 12 cents per share, for the same quarter a year earlier.

The company said the most recent quarter featured a one-time income tax refund of \$7.1 million.

Revenue in the most recent quarter totaled \$8.6 million, up from \$6.3 million in the year-earlier quarter.

For the full year 2020, the company reported net income of \$505,000, or 3 cents per share, which compares with a loss of \$8.4 million, or 51 cents per share, for 2019.

Revenue in 2020 totaled \$29 million, up from \$25 million in 2019.

ClearOne designs, develops and sells conferencing, collaboration and network streaming solutions for voice and visual communications.

“We finished 2020 with sterling fourth-quarter revenue performance,” Zee Hakimoglu, president, CEO and chairman, said

in announcing the results. “This follows comparable strong revenue growth we reported in the third quarter. While 2020 was a challenging year for most companies amid the COVID-19 pandemic, ClearOne benefited from the changes the pandemic created as hybrid work and learn environments created demand for our broad lineup of audio and video solutions.”

Reflect Scientific

Reflect Scientific Inc., based in Orem, reported net income of \$660,000, or 1 cent per share, for the year ended Dec. 31. That compares with a loss of \$196,000, or zero cents per share, for 2019.

Revenue in 2020 totaled \$2.8 million, up from \$1.6 million in 2019.

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

“I am pleased to report that the 2020 end-of-year sales figures for Reflect Scientific Inc. were significantly higher than for 2019,” Kim Boyce, CEO, said in announcing the results. “Our team has worked hard to achieve those sales by providing market-driven, low-temperature refrigeration solutions to our customers and maintaining a steady supplies business. Heading into 2021, we are leveraging our momentum and increasing our market presence to achieve even greater success.”

Sloan & Sloan Has Joined Fabian VanCott

Fabian VanCott is excited to welcome five new attorneys from the law firm of Sloan & Sloan, creating one of the largest and most experienced tax and estate planning law practices in Utah.

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Delayed goods in western ports mean Utah Inland Port can't come fast enough

As Americans spend more time in their own homes, they are increasing their spending habits in ways that have overwhelmed supply lines around the United States. Specifically, the bottleneck of the western U.S. ports has become a continued problem as docking wait times have doubled, or even tripled, from averages of recent years. There is not one answer for why bottlenecks are currently happening and although we may see a natural decrease of port problems as rare conditions caused by the pandemic subside, we may see long-term changes to strengthen our supply



SKYLER SMITH

lines outside of the port. In an interview with Bloomberg, Gene Seroka, the executive director at the Port of Los Angeles, stated that the pandemic surge created levels of shipments we have never seen in the port's 113-year history. This has left retailers scrambling to restock from the massive 8.3 percent holiday-season retail sales growth. The normal reported growth over the past five years, according to the National Retail Federation, has stayed close to 3.5 percent year-over-year. This growing market that has crowded the port has been years in the making, although the

size of the jump this winter was unexpected, and it is expected to continue as the strength of the dollar gives American consumers greater access to goods made throughout Asia. The flood of Asian goods has been stopped at the port by continued labor problems at the ports of Los Angeles and Long Beach. In mid-January alone, over 700 dock workers were reportedly sick with coronavirus and unable to work. With fewer available employees at the ports, dockworkers have fallen behind the unprecedented tidal wave of goods arriving each day. California began vaccinating dock workers mid-February but as vaccines take time to build immunity, dock workers are only now recov-

ering numbers needed to unload the late shipments. This shrunken labor force, along with the backlog of ships needing to be unloaded, may cause docks to run behind well into summer or beyond. Hindrances don't stop there. In the interview with Bloomberg, Seroka stated that container shortages are an issue due to many containers sitting unprocessed for long periods at docks and warehouses surrounding the port. He also notes that the cost of containers is rising as companies must pay extra as up to two and a half containers go empty to Asian markets for every one exported container. This is largely due to American consumption outpacing demand from other markets as the dollar remains strong. The manufacturing of containers also was very low in 2020 as a response to expected slowing in shipping. The quick rebound of the market left shipping unready for high demand of containers destined to American consumers in 2021. While multiple factors have led to the current extreme delays, some of the factors that have been years in the making are now showing why inland ports can substantially help. I was able to connect with Jack Hedge, the executive director at the Utah Inland Port Authority, who, when asked how he thought the inland port would assist in future influxes, stated, "The biggest benefit the Utah Inland Port Authority provides for the movement of goods through western gateways is providing space to rapidly move intact cargo inland and sort here for further dispersion into the heartland. Doing so improves the fluidity of rail, increases the velocity of shipments, and avoids the added costs of handling at a seaport." Increasing quantities and speed of distribution for shipping through inland ports has already been well

documented in ports such as the Port of Charleston, which connects containers to the inland port of South Carolina in a single day. Lower costs will also be important to allow for retail companies to maintain inventories and buffer shipping issues. In Los Angeles, storage costs for warehouse space will range around \$1 per square foot for net rent, plus expenses, which is a large difference from the 45 cents per square foot for net rent, plus expenses, average of Salt Lake County Class A industrial warehouse space. Savings on containers waiting to go through customs in Salt Lake could allow for companies to store increased inventories in Utah's geographically central location while absorbing potential oversupply costs. With Idaho recently being noted as the fastest-growing population in America with many other western-heartland states taking places in the Top 10, shortening the time from customs to consumer will also allow for more containers to recycle back to Asian markets. We expect to see relief before then as the construction and distribution of containers is growing quickly to match the undersupplied market, but faster turn-around times could assist in decreasing costs to ship in the future. While inland ports, like the new designated Utah Inland Port, may not solve all the problems that are currently compounding in California, it most certainly allows for suppliers and the Long Beach and Los Angeles ports to have greater flexibility to adapt to changes in our growing and exciting industrial market. Skyler Smith is the director of information services at IPG Commercial Real Estate in Salt Lake City.

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Salt Lake City-based **Guard Dog Solutions Inc.**, through its guardDog.ai business unit, has released a software-as-a-service network within its Protective Cloud Services application called **guardDog**. The company said that the service, which includes a security device called “**Fido**,” is the first plug-and-protect proactive cybersecurity solution for edge networks and network attached devices in a space the company refers to as “Edge Territory” — the space beyond where traditional remote network and device management solutions can offer visibility or protection.

The company said guardDog protects against threats outside the perimeter of the network or on attached devices that other solutions can’t see, for wired and Wi-Fi



networks. “Devices of every kind are inherently vulnerable to the networks they join. GuardDog employs patent-pending artificial intelligence to pre-emptively recognize, expose, and shut down cybersecurity threats before an attack can happen,” Guard Dog Solutions said. “After years of working to perfect the technology with enterprise and consumer customers, guardDog is taking network security into another dimension — simplicity.”

Guard Dog CEO **Peter Bookman** said, “At any given point there are around 150,000 known vulnerabilities that devices are exposed to on the networks they join, and often these incidents go undetected and guardDog acts like a fire alarm for exposing these threats, and like a first responder for helping to solve cyber threats, where often businesses and consumers are lacking the expertise or resources to do either effectively.”

Customers simply plug in a Fido device to their network router and register it with Protective Cloud Services to activate protection. GuardDog immediately goes to work securing homes and businesses Wi-Fi and wired networks and the wireless devices attached to them and displaying threats on an area map.

West Jordan’s **401GO**, an automated 401(k) plan platform, has released **multiple payroll integrations** with APD, Paychex, iSolved, PayCor, Rippling and Kronos, designed to eliminate costly payroll-related errors. The goal 401GO is to automate 401(k) administration so everyone involved — advisor partners, employer and employees — can focus on a worry-free payroll, the company said. “401GO is focused on making everything as simple as possible for small businesses to set up and manage their 401(k),” said **Nate Beck**, co-founder of 401GO. “Our

integrations with various payroll providers allow for full automation of the management of the 401(k). A full payroll integration reduces the amount of time a small business needs to invest to about an hour a year.” 401GO plans to add another 8-12 integrations over the next three months, Beck said.

Avetta, a provider of supply chain risk management based in Orem, is adding an **intelligent supplier classification tool** to its Avetta Connect platform to better pair different supplier types to safety and certification requirements. The new process, available in early April, streamlines supplier onboarding and adds more service levels. “The Avetta Connect platform is unique



because it manages a broad number of suppliers across a very diverse set of industries,” said **Taylor Allis**, chief product officer of Avetta. “To scale the digitization of our clients’ supply chain risk management programs, we need to deliver new ways to intelligently automate the classification and management of supply chain vendors. Avetta Connect’s newest features enable clients to automatically map compliance requirements to companies based on their attributes on a global scale.”

CallTower, a provider of cloud-based enterprise-class unified communications, contact center and collaboration solutions, has released its latest native **Microsoft Teams Direct Routing** customization within its Unlimited Teams Conferencing. When customers migrate to Teams with CallTower Direct Routing, they take advantage of Teams’ powerful collaboration technology plus the feature-rich solutions CallTower adds to Teams, the South Jordan company said. “As many companies explore migration paths to Microsoft Teams, we are prepared to make the transition smooth and ROI-friendly,” said **William Rubio**, CallTower’s chief revenue officer. “We are thrilled to provide a



direct routing solution that reduces cost while enabling feature sets and customized integrations, exclusively available through CallTower’s direct routing solutions. Our customers experience direct routing with the CallTower advantage, leveraging natively integrated contact center, CRM, texting and more.”

Fluidx Medical Technology Inc., based in Salt Lake City, has released details on successful clinical use of its **GPX Embolic Device** for blocking flow to microvasculature and large tumor feeding vessels. The device is an embolic designed to combine the benefits of other embolics like coils, particles and liquids with simplified preparation, delivery, precision and control leading to durable, long-term occlusions. GPX technology is a low viscosity, aqueous-based solution that solidifies into a durable embolic material upon delivery. “GPX is a highly versatile product that has been shown to successfully occlude small microvasculature as well as the larger tumor feeding vessels,” said **Libble Ginster**, CEO of Fluidx. “GPX



can be delivered using very small microcatheters, designed to give physicians the flexibility to be highly targeted and thorough in devascularizing tumors.”

Provo-based **Qualtrics**, creator and marketer of experience management software, has introduced new solutions designed to make it even easier for companies to acquire new customers and build loyalty with existing customers, efficiently and at scale. The new solutions, **Relational Customer Experience**, **Account-Based Relationship Diagnostic** and **Digital Support Optimization**, are easy to set up, enabling companies to accelerate their time to value, Qualtrics



said. “Customer preferences and expectations have evolved significantly this past year and companies will need to adopt an experience-first approach to customer relationships moving forward,” said **Jay Choi**, chief product officer of Qualtrics. “The most successful companies adapt and thrive even during disruptive times by understanding the ‘how’ and ‘why’ behind customer behaviors and using that data to proactively design and deliver the best experiences for their customers.”

ReddyPort, a medical technology company based in Salt Lake City and focused on bringing non-invasive ventilation (NIV) products to market, has launched **ReddyPort Microphone and Controller**, a device that includes a single-patient-use microphone which integrates with ReddyPort Elbow, providing an interface for application of continuous positive airway pressure or bi-level therapy. The device allows clinicians



and patients to communicate clearly with one another and their families during treatment without removing their mask and reducing known risks for successful NIV therapy. “Non-invasive ventilation is often a life-saving patient intervention for respiratory distress, but these ventilation masks create barriers for adequate communication between doctors and patients,” said **Dr. Quinn M. Snyder**, an emergency physician in Mesa, Arizona, who said he gets patient information more readily by using the device.

Park City’s **Skullcandy**, an audio electronics accessories company, has introduced its new **Dime True Wireless Earbuds**. Priced in the lower range of earbud products, Dime features noise-isolating fit, a microphone in each bud, Bluetooth 5.0, sweat and water



resistance, a micro-USB charging case and 12 hours of battery life. “Despite being the fastest-growing segment in stereo headphones, true wireless earbuds still account for less than half of the market,” said **Jeff Hutchings**, Skullcandy chief product officer, referring to 2020 market share data. “Our all-new Dime True Wireless Earbuds are intent on changing that. Offering stellar sound and unmatched simplicity at a price that makes it possible to throw a pair in every bag, Dime breaks down all barriers formerly associated with true wireless.”

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.

BANKING

• **Bank of Utah**, Ogden, has hired **Rigoberto J. Ramirez** as a mortgage loan originator in the Sandy branch at 9320 S. State. Ramirez has held management positions in his career and most recently served as assistant loan officer for JFQ Lending in Scottsdale, Arizona.



Rigoberto Ramirez

• **WebBank**, a Salt Lake City-based, Utah-chartered industrial bank, has appointed **Alicia Perry** as senior vice president of technology enablement. Perry joined the company in January 2020, bringing more than 20 years of program and project management experience in the financial services and fintech industries. Before joining WebBank, Perry was senior director of delivery and operations for financial services and healthcare at Interactive Communications (InComm). Prior to InComm, she was director of prepaid operations enablement at American Express. Perry's educa-



Alicia Perry

tion includes an MBA from the University of Utah.

• **TAB Bank**, Ogden, has hired **Dustin Jacobson** as vice president and business development officer. Based in Denver, Jacobson is responsible for sourcing new business opportunities by providing asset-based and factoring working capital facilities to commercial entities in the Rocky Mountain region of the United States with annual revenues of \$2 million to \$150 million. Jacobson has over 15 years of experience in asset-based lending, including 13 years in various positions at Wells Fargo. He joined NBH Bank in 2015 and most recently was managing director at Sunflower Bank.



Dustin Jacobson

CONSTRUCTION

• **JobNimbus**, a Lehi-based company focused on helping contractors take control of their jobs, has hired **Jared Olsen** as vice president of people experience. Olsen has over 15 years of expertise in people experience and human resources, most recently serving as head of customer success and product evangelist at Motivosity. He also



Jared Olsen

has served as the co-founder and president of REYFYA, CHRO and COO of Xima Software, and human resource manager at JCPenney.

• **ABC Supply Co. Inc.**, a Wisconsin-based wholesale distributor of roofing, siding and other exterior building products, has opened a new location at 4228 W. 1730 S., Salt Lake City. It will be managed by **Jade Robison**, who joined ABC Supply in 2008 as a roof loader at the company's Orem location. Robison spent the past three and a half years managing the Spokane Valley, Washington, location. The company now has five locations in Utah.



Jade Robison

ECONOMIC INDICATORS

• **Utah** led the nation with a 47.6 percent increase in the average 401(k) balance during 2020, according to a report from **LT Trust**. The national increase average was 30.8 percent. The average employee contribution increased by 6.12 percent. In Utah, the average 401(k) balance for 2020 was \$33,984, which compares with \$23,022 in 2019. People in North Dakota saw the smallest average increase last year, 11.5 percent. Details are at <https://www.lttrust.com/blog/covid-19-impact-retirement-savings>.

• **Utah** is the 2021 "Best State for Driving," according to a study by **CarInsurance.com**. It is the second consecutive year for Utah to top the list. CarInsurance.com said Utah's ranking is based on its better-than-average road conditions, low crash-related fatality rates, and below-average auto insurance premiums. CarInsurance.com considered several factors, including insurance costs, traffic fatalities, extra costs associated with road conditions, traffic congestion, gasoline prices, road conditions, car repair costs and the percentage of uninsured motorists. California is ranked at the bottom of the list. Details are at <https://www.carinsurance.com/Articles/best-worst-states-driving.aspx>. Another study, by **Expertise.com**, ranks Utah 12th among states for the **best traffic and infrastructure conditions**. It examined traffic and infrastructure factors, including commute times, rush hour congestion, weather conditions and road and bridge quality. In breakout lists, Utah was ninth for the highest average car repair costs and also No. 9 for best road quality. Iowa was top-ranked

overall. California was bottom-ranked. Details are at <https://www.expertise.com/research/best-states-for-drivers>.

• Fifty-three percent of surveyed Utahns say they have experienced **"emotional spending"** (buying something not necessarily needed in order to ease emotions) during the COVID-19 pandemic, according to **Rehabs.com**, a provider of rehabilitation and addiction treatment resources. The national average is 51 percent. The lowest percentage was in New Hampshire, at 20 percent, while the highest figure was 80 percent in West Virginia. Details are at <https://www.rehabs.com/blog/emotional-spenders/>.

• **Brigham Young University** is ranked as the **top college giving students the best return on their education investment**, a list compiled by financial technology company **SmartAsset**. It measured categories that included scholarships and grants, starting salary, tuition, living costs and retention rate. BYU is followed, in order, by the University of Utah, Utah State University, Weber State University, Southern Utah University and Westminster College. Details are at <https://smartasset.com/student-loans/student-loan-calculator#Utah>.

performance and reduce climate impacts. Along with third-party assessors, GBI works with businesses to achieve its Green Globes certification. The Young Living headquarters opened in May 2019.

EXPANSIONS

• **Arctic Circle**, a West Jordan-based restaurant chain, has open a new location in Colorado City, Arizona. It is the company's first Arizona restaurant and its 70th in seven states. It can seat 110 people and will have more than 50 employees. The new location is owned and operated by Richard Timpson, a Colorado City native and owner of Bee's Marketplace.

HEALTHCARE

• **Huntsman Cancer Institute** at the University of Utah has appointed **Dr. Neeraj Agarwal**, physician-scientist at HCI and professor of internal medicine at the UofU, as senior director of clinical research innovation. In this role, Agarwal



Neeraj Agarwal

will serve on the senior leadership of the Comprehensive Cancer Center at HCI. He will oversee critical components of HCI's clinical research infrastructure and will be charged to lead efforts that will accelerate the process of bringing new, innovative clinical trial offerings to patients. He will also serve as leadership mentor to junior physician-scientists at HCI. Agarwal been involved in clinical research in prostate, kidney and bladder cancer. He is the overall study chair of multiple Phase I/II and Phase III trials, and serves as a steering committee member of numerous other trials. In 2018, he was appointed as Huntsman Cancer Institute presidential endowed chair in cancer research.

• **Sera Prognostics Inc.**, a Salt Lake City-based company focused on improving maternal and neonatal health, has appointed **Robert G. Harrison** as chief information officer. For more than three decades, Harrison has served in several senior leadership positions of both public and private companies, most recent serving as CIO at Myriad Genetics Inc.



Robert Harrison

INVESTMENT

• **Cottonwood Wealth Strategies** has launched a fee-only

see BRIEFS next page

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ENVIRONMENT

• **Young Living Essential Oils LC**, a Lehi-based company offering essential oils, has announced that its global headquarters has been awarded two **Green Globes** certifications from the **Green Building Initiative**. This level of certification honors Young Living for its dedication to energy efficiency, sustainability and reducing environmental impacts in building construction and management. The Green Building Initiative is a nonprofit organization and American National Standards Institute (ANSI) accredited standards developer that works with organizations to improve building

Industry Briefs

from previous page



Thomas Pappas



Michael Pappas



Matthew Pappas



Lisa Peterson

registered investment advisor (RIA) in Salt Lake City. The firm was founded by family patriarch **Thomas Pappas** and his two sons, **Matthew** and **Michael Pappas**. The team, previously practicing at Wells Fargo Advisors, is also joined by senior client service manager **Lisa Peterson**. The firm was previously known as The Cottonwood Group. Thomas Pappas, president, and Matthew Pappas, CEO, will serve as co-investment officers. Michael Pappas, chief strategy officer, will be heading client-strategies and various operational aspects of the firm.

INVESTMENTS

• **Salty Dot Inc.**, a Salt Lake City-based Embedded Insurance technology company, has announced \$15 million in additional funding from new and existing investors. It brings the company's capital raised to date to over \$31 million. The new funds will be used to drive growth with partners, optimize the Embedded Insurance platform, and further develop Salty's product. Salty's platform is a proprietary software-as-a-service solution that uses artificial intelligence and machine learning to analyze customer data before presenting the customer with a quote in real time.

• **Emmersion**, a Lehi-based company focused on automated language assessments, has raised \$5.5 million in an early-stage round of funding led by **Sepio Capital**, with participation from **Next Frontier Capital**, **Jeremy Andrus** and **Tamarak**. Emmersion said it will use the funding to double its efforts for expanding product capabilities and growing its team.

• **Droplet**, a Lehi-based startup providing digital forms and automated workflows, has raised \$2 million in its first seed round. The funding comes from **Pelion**

Venture Partners and **Precedent**, with partners **Josh James** of Domo; **Todd Pedersen** of Vivint; **Ryan Smith** of Qualtrics; and **Jeff Kearn**, formerly of Stance.

• **Anerira Pharma Inc.**, a San Diego-based hair growth pharmaceutical company, has received a commitment for a \$25 million investment from investment and growth firm **Valkyrie Group**, which has an office in Park City. Aneira will use the funds to complete its clinical trials.



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CASE
CONSTRUCTION

MEDIA/MARKETING

• **KUER 90.1** has announced that **Pamela McCall** has been named the next local host of "Morning Edition." Bob Nelson, who has served as interim morning host for three months, will



Pamela McCall

return to the station's midday shift. McCall most recently was a news reader and associate producer at the Canadian Broadcasting Corp. in Prince George, British Columbia. Her career also includes on-air roles at BBC World Service, CBS News Radio, the public radio program The World, KOMO Seattle and the Canadian commercial talk station CFAX.

NONPROFITS

• **Dave King**, vice president of research and analytics at Salt Lake City-based **EnerBank USA**, has been named to the board of directors of the **Home Improvement Research Institute**, a nonprofit organization dedicated to home improvement research. King's background is in market research and advanced analytics. He will use that background to co-chair the research committee on the

board and influence the research done by the organization. He will serve a two-year term. **EnerBank USA** is a home improvement FDIC-insured bank. King is the only board member from a home improvement lender.

• **Visit Salt Lake**, a private nonprofit corporation promoting Salt Lake as a convention and travel destination, has announced its partnership with Utah-based **Zartico**, creators of the world's only "destination operating system," to better target and market the Greater Salt Lake area to visitors and potential visitors through science and data-driven information to grow its visitor economy. Zartico's system takes intelligence, analytics and data visualizations and combines them with context and strategic input to support VSL's data-driven decisions in real time.

PHILANTHROPY

• **Mountain America Credit Union**, Sandy, and the **Utah Jazz** have announced **Wasatch Adaptive Sports** as the third recipient for the 2020-21 season "Pass It Along" program, which rewards five local charitable organizations with \$5,000 each. Since its inception in 2013, the program has contributed \$195,000 to 39 local nonprofits. Wasatch Adaptive Sports was established in 1977 to provide affordable recreational and educational opportunities for its students to share with their support network and family.

REAL ESTATE

• **Century Communities Inc.** has announced the opening of **Copper Rim**, a community at 6160 W. 7800 S., West Jordan. It offers single-family homes with a selection of single- and two-story open-concept layouts.

RECOGNITIONS

• The **Associated Builders and Contractors (ABC) Utah Chapter** has earned the **Charles A. Mullen Award** from **ABC National** for superior membership growth. The award is named in honor of the founder and first chairman of ABC and is the highest honor a chapter can receive. Associated Builders and Contractors is a national construction industry trade association established in 1950 that represents more than 21,000 members. ABC has 69 chapters that represent 21,000 members.

• Two Utah companies are listed on the 2021 "Best Places to Work in Financial Technology," a ranking compiled by **American Banker**. They are No. 18 **MX**, based in Lehi, and No. 48 **Finicity**, based in Murray. The list was created in 2017 and is a project of publisher Arizent and Best Companies Group. The awards are determined by a two-part survey process involving evaluations of each nominated company's workplace policies, practices, philosophy, systems and demographics and also an employee survey to measure the employee experience.

RETAIL

• **Overstock.com Inc.**, a Salt Lake City-based e-commerce home furnishings retailer, has hired **Elizabeth Solomon** as chief marketing officer. She will oversee Overstock's marketing efforts, including customer acquisition and retention, marketing communications, and



Elizabeth Solomon

marketing technologies. Solomon most recently served as the head of marketing for Amazon's global private brands portfolio. Prior to Amazon, Solomon held senior marketing leadership positions with consumer Fortune 100 companies, including Samsung Electronics, Walmart and Nestlé.

SERVICES

• **Gateway Learning Group**, a California-based autism therapy company with an office in Sandy, has changed its name to **Kyo Autism Therapy LLC**. The company said that when it began over

15 years ago, it operated in the educational space, but it has since grown "and our name no longer reflects the innovative, creative and compassionate company we are today."

TECHNOLOGY/LIFE SCIENCES

• **SimpleNexus**, a Lehi-based developer of a homeownership platform for loan officers, borrowers, real estate agents and settlement agents, has hired **Andria Lightfoot** as vice president of professional services. Lightfoot will be responsible for ensuring SimpleNexus' professional service teams deliver industry-leading



Andria Lightfoot

consultative and implementation services. Lightfoot most recently served as chief operations officer at George Mason Mortgage LLC. Previously, she led technology strategy at Prosperity Home Mortgage and J.G. Wentworth Home Lending. She has also served as senior business analyst at mortgage technology consulting firm Teraverde.

• **Aktify**, a Lehi-based conversational artificial intelligence technology company, has hired **Ashley Wilson** as an AI product manager and researcher. Wilson most recently was a Ph.D. student and postdoctoral researcher at Duke University, where she led a team in studying the biological mechanisms of decision-making.



Ashley Wilson



Succeeding in Your Business

What in the heck is a nonfungible token - and do I need to worry about it?

Like most Americans, I was intrigued by the recent Christie's auction in which "Beeple," a digital artist, received \$69.3 million for a digital artwork that was authenticated by a "nonfungible token" (or NFT).

Like most Americans, I hadn't the foggiest clue what an NFT was.

As a lawyer, I represent quite a few artists, photographers, writers, software devel-

opers and other content creators, and I know it's only a matter of time before they start asking me, "Is this something I should be doing?"

So, I've done some research, and, in the words of Mr. Spock from "Star Trek," I find the NFT "fascinating."

NFTs transform digital works of art and other collectibles into one-of-a-kind, verifiable assets that are easy to trade on the block-

chain. A content creator can digitize or "mine" his or her works and upload them to one of several NFT marketplaces, which charge a network fee called "gas" for the privilege.

Because NFTs currently can be sold only for cryptocurrency, the creator will also need to open an account on Coinbase to accept payments in the cryptocurrency Ethereum.

Then, at least in theory, the creator can sit back and wait for the digital payments to flow

in the door as people buy their NFTs.

So, what's good about NFTs?

First, each NFT is a unique creation. When you buy the NFT of an artwork, you own an "original" of that artwork, just the same as if you bought an oil painting at a brick-and-mortar art gallery.

Second, each purchase and sale of an NFT is recorded on a blockchain, making it almost impossible for someone to sell knockoffs of the artwork without getting caught. If your name does not appear in the chain of title for an NFT, you have no legal right to that artwork. What you have instead is a copy, which may be an authorized reproduction or an illegal knockoff.

Third, the artist can include a "smart contract" in each NFT specifying that he or she gets a percentage of the purchase price each time an NFT changes hands, something that never happens in the brick-and-mortar art world.

Lastly, digitizing an artwork in an NFT is a terrific way for artists to prove its date of first publication without having to go through the tedious and often inefficient process of registering a copyright (my one-hour video on copyright law can be found on YouTube). Anyone claiming prior rights to the artist's work will have to prove that he or she created the exact same artwork before the NFT was created — an almost impossible task.

But there are numerous downsides to NFTs as well.

First, just like buying a painting in a brick-and-mortar art gallery, when you buy an NFT, you buy only the artwork itself, not the artist's copyright — the legal monopoly giving the artist the exclusive right to exploit the artwork commercially for a period of years. Unless an artist specifically sells his or her copyright to an artwork to someone else, the artist retains the copyright to the work and is free to license it to someone else and make copies of the artwork, even though the artist is no longer in possession of the original.

Second, if an artist cre-

ates multiple NFTs for the same artwork, which are the "originals" and which are the "copies"? While each NFT is unique, it is possible for a content creator to create multiple "editions" of a particular artwork or collectible available for sale, each evidenced by its own NFT.

With digital artwork (either a work created in a digital medium or a digital image of a physical work such as a painting or sculpture), the "copies" are virtually identical to the "original," down to the last pixel. If I create 50 NFTs of the same artwork, which one is the "original"? Or are they all "originals"? Or are they all "copies" with the "original" existing off of the blockchain in some universe of Platonic forms?

Third, it isn't clear at the present time how NFTs will apply to copyrightable works other than digital art — for example, works of literature, architectural designs and musical works. If I write a novel and post the text to an NFT, is the NFT merely the original author's manuscript that can be resold only as a collectible? Or, if I add a smart contract claiming a percentage of each sale of the NFT, have I just self-published the book?

In the case of musical works, if I write a song and upload the music and lyrics to an NFT, is the NFT the sheet music of the song, a recording, a live performance or all three? How will the music industry's traditional distinction between publishing rights, reproduction rights and performance rights apply to an NFT?


As with any new technology, NFTs raise more legal questions than can be answered with just a few hours of online research. We will have to wait for Congress and the courts to decide how our copyright laws, dating back to the 1700s, will handle these new and exotic digital creatures.

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

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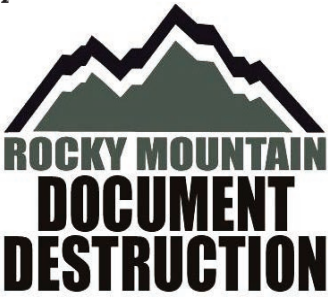
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Calendar

Calendar listings are provided as a free service to our readers. Information about upcoming events may be sent to brice@slenterprise.com. 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.

April 12, 10-11 a.m.

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

April 13, 7:30 a.m.-noon

Women & Business Spring Conference, a ChamberWest event. Keynote presenters are April Townsend of Townsend Consulting; Aimee Winder Newton, Salt Lake County councilwoman and 2020 gubernatorial candidate; and Michelle McCullough of DreamBoard Media. Location is the Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City, as well as online. Cost is \$95; virtual cost is \$50. Details are at chamberwest.com.

April 13, 7:30-9 a.m.

Breakfast Meeting, part of the ACG (Association for Corporate Growth) Utah 2020-21 Speaker Series. Speaker is Derrick Porter, CEO of Beauty Industry Group. Location is Marriott City Center, 220 S. State St., Salt Lake City. Event is also offered online via Zoom. Details are at <https://www.acg.org/utah/events/april-13-breakfast-meeting-derrick-porter>.

April 13, noon-1:30 p.m.

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

April 13, noon-1 p.m.

“What Does It Mean to be a Trail Town?” presented by the Utah Office of Outdoor Recreation and the Utah Trail Forum. Speaker is Amy Camp, author of *Deciding on Trails: 7 Practices of Healthy Trail Towns*. Event takes place online. Free. Registration can be completed at Eventbrite.com.

April 13, 4:30-6 p.m.

“YEA Shark Tank,” a South Valley Chamber event. Location is Loveland Living Planet Aquarium, 12033 S. Lone Peak Parkway,

Draper. Details are at southvalleychamber.com.

April 14, 9-10 a.m.

“Prepare for Your Restaurant Revitalization Fund Grant Application,” a Women’s Business Center of Utah event taking place online via Zoom (available statewide). Free. Details are at wbcutah.org.

April 14, 11:30 a.m.-1 p.m.

“Let’s Do Lunch: Meet and Connect,” a South Valley Chamber event. Location is Lowe’s Riverton, 12462 Creek Meadow Road, Riverton. Cost is \$15 for members, \$25 for nonmembers. Details are at southvalleychamber.com.

April 14, noon-1 p.m.

“Workforce Resilience Webinar: Shining Light on Our Biggest Crisis,” a Salt Lake Chamber event focusing on the clinically depressed. Presenter Dr. Matthew Thiese, assistant professor at the University of Utah’s Rocky Mountain Center for Occupational and Environmental Health, will share what has been proven to successfully treat depression, why it makes sense for your organization to care, and how you can help yourself and your organization feel better immediately. Details are at slchamber.com.

April 14, 5-6:30 p.m.

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

April 15, 11:30 a.m.-12:30 p.m.

Online Chamber Luncheon, a Davis Chamber of Commerce event. Speaker Mark Knold, chief economist with the Utah Department of Workforce Services, will discuss “The COVID Economy: Where Might This Thing Be Going?” Event takes place online via Zoom. Free (no registration required). Details are at davischamberofcommerce.com.

April 15, 7:45-9:15 a.m.

“Coffee and Connections,” a Murray Area Chamber of Commerce event that takes place the first Thursday of each month at Kings Peak Coffee Roasters and the third Thursday of each month online via Zoom. Details are at murraychamber.org.

April 15, 8 a.m.-5 p.m.

“Intro to Excel,” a Salt Lake Community College Employee Development Workshop focusing on organizing, formatting and

calculating data using Microsoft Excel software. This introduction discusses the ribbon, mini toolbar, ranges, formulas, charts and basic spreadsheets. Location is SLCC’s Miller Campus, 9750 S. 300 W., Sandy. Cost is \$249. Virtual participation is available. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

April 15, 8-11 a.m.

“Meaningful Metrics: Measurement Isn’t Enough,” presented by Salt Lake Community College and iMPact Utah. Event includes an introduction to OKR (Objectives and Key Results), the three-part system behind globally successful companies. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Free, but registration is required. Virtual participation is available. Details are at <https://impactutah.org/events/meaningful-metrics-slc/>.

April 15, 7:30-10 p.m.

2021 Annual Gala, an Ogden-Weber Chamber of Commerce event that was originally the 2021 Annual Gala & After Party scheduled for Feb. 17, 5:45-10 p.m. Annual chamber awards will be presented. Official change in Ogden-Weber Chamber board officers also will take place. Location is Peery’s Egyptian Theater, 2415 Washington Blvd., Ogden. Cost is \$25. Details are at ogdenweberchamber.com.

April 16, 7:30-8:30 a.m.

“Eggs and Issues,” a Murray Area Chamber of Commerce event. Location is Mimi’s Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

April 16, 8-11 a.m.

“Designing Corporate Women’s Networks, Initiatives and Leadership Programs,” a Utah Women & Leadership Project event. Speaker is Susan Madsen of the Utah State University Jon M. Huntsman School of Business and director of the UWLP. Event takes place online. Free. Details are at <https://www.usu.edu/uwlp/calendar/?id=76537>.

April 16, 8-10 a.m.

“Friday Connections Speed Networking,” a ChamberWest event. Location is Megaplex Theaters Valley Fair, 3620 S. 2400 W., West Valley City. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at chamberwest.com.

April 17, 11 a.m.-1 p.m.

Drive Thru Job/Resource Fair, a South Jordan Chamber of

Commerce event. Location is the Bingham High School parking lot, 2160 South Jordan Parkway, South Jordan. Details are at <https://www.southjordanchamber.org/events>.

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

“Coaching For Results,” part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on developing coaching relationships to help the people on your team improve performance and ensure productivity and profitability for your organization. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

April 20, 9-10 a.m.

“Bagels & Business: 16 Things Every Entrepreneur Is Doing Wrong,” Presenter is Curtis Morley, author of *The Entrepreneur’s Paradox*. Location is Salt Lake Community College, Building 5, Room 333, 9750 S. 300 W., Sandy. Virtual participation is available. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

April 20, 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. Cost is \$12 with lunch. Details are at davischamberofcommerce.com.

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

Business Women’s Forum 2021 Spring Mixer hosted by Rob Ferre. Cost is \$5 for members, \$10 for nonmembers, \$25 for doughnut boxes. Details are at slchamber.com.

April 20, noon

Professional Development Series Program, a ChamberWest event. Speakers are Theresa Foxley, president and CEO of the Economic Development Corporation of Utah; and Dan Hemmert, executive director of the Governor’s Office of Economic Development. Event takes place online via Zoom. Cost is \$15. Details are at chamberwest.com.

April 20, 1-5 p.m.

Business to Business Expo, a Davis Chamber of Commerce event. Keynote speaker Rob Ferre will discuss “Be the First One on the Dance Floor: How to Create a Movement in Your Business.” Location is Davis Conference Center, 1651 N. 700 W., Layton. Free for attendees. Details are at davischamberofcommerce.com.

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

“Lean Manufacturing 101,” a Salt Lake Community College Employee Development Workshop focusing on gaining a clear understanding of eight wastes in manufacturing and real-world approaches for reducing wastes in a factory simulation. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$300. Virtual participation is available. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

April 21, 8-10 a.m.

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

April 21, 3:30-4:30 p.m.

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

April 21, 9 a.m.-3 p.m.

Mexico Industry Breakout Sessions, presented by the Governor’s Office of Economic Development, World Trade Center Utah and the Mexican Consul General’s office. Theme is “Opportunities with the United States’ Third-Largest Trading Partner.” Event is in preparation for a governor-led trade mission to Mexico this October. Sessions are “Manufacturing,” 9-10 a.m.; “Aerospace and Advanced Manufacturing,” 10:30-11:30 a.m.; “Information Technology,” 12:30-1:30 p.m.; and “Agribusiness,” 2-3 p.m. Event takes place online. Registration can be completed at https://wtcutah.formstack.com/forms/vtm_mexico_industry_breakouts.

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

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

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

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

April 22, 7:30-8:30 a.m.

“Eggs and Issues,” a Murray Area Chamber of Commerce event. Location is Mimi’s Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

RETURNSHIP

from page 1

to work, she said.

"Unlike internships, which are designed primarily for young people at the beginning of their careers, the goal of a returnship program is to help experienced adults reenter the workforce without starting at the bottom of the career ladder," she said.

"Diversity and life experience are valuable to us and should be relevant to pay and opportunity in the workplace. The returnship program will help us reach those who haven't been participating in the job market for one reason or another."

Many Utah companies have unfilled job positions, and the initiative "will help provide an innovative way for employers to find solutions to their workforce needs," Henderson said.

Cox said the initiative is one of several designed to address Utah historically lagging behind the rest of the country when it comes to women's involvement in the workplace. His own wife, Abby Cox, had talked about returning to the workforce after taking 20 years to raise their family, the governor said.

"She just said, 'It's almost impossible because I have this huge gap.' Every employer who would look at that would say, 'Well, I noticed you haven't been working for 20 years,' and you lose every time, right? They're always going to take somebody who doesn't have that gap, every

time," Spencer Cox said.

"What we've done today is, we get an opportunity to end that gap for especially women. Look, this is available to everyone, but we're really talking about women here, right? Women who have been out of the workforce for a long time."

Henderson noted that in 2019-20, Utah lost 12,000 jobs, with 8,000 being those held by women. "Our low unemployment numbers show that we have gained back most of the ground that we've lost, but we've also seen that occupations held predominately by women are recovering at a slower rate than occupations held mostly by men," she said.

The returnship programs in state government and in the private sector may not necessarily mean that people returning to the workforce need more education, she said. For those who do, Utah's Learn & Work program, which provides funds to Utah colleges and universities to provide training to qualified students, will get a \$15 million infusion. In some programs, tuition will be paid for with state grants, and applications by people returning to the workforce will be prioritized, Henderson said.

The state's returnship program was unveiled at Northrop Grumman's Roy Innovation Center, where the company has been ramping up infrastructure and employment for its Ground Based Strategic Deterrent (GBSD) weapon system replacement for the Air Force's aging LGM-30 Minuteman III intercontinental ballistic missile system.

As a way to get the workers it needs, Northrop Grumman is expanding its "iReturn" program, which it has in partnership with the Society of Women Engineers and iRelaunch. iReturn provides experienced professionals who have had a two-plus-year career break with a 12-week returnship to prepare for a full-time career in one of several fields at Northrop Grumman through training, professional development and networking opportunities.

The company has more than 6,700 employees at 14 Utah locations and gained more than 1,500 employees in 2020 in the state, but still has 800 job openings, according to Beth Pitts-Madonna, vice president of human resources for the company's Space Systems sector. Thousands of jobs will be added over the next decade.

Partnerships and initiatives will allow the company to "fill the pipeline that we're going to need not just today, but for the next several years to come," said Greg Manuel, vice president and general manager of the Strategic Deterrent Systems division at Northrop Grumman's Space Systems sector.

Through the GBSD modernization, "we will absolutely need critical skills for the next several years," Manuel said. "Those critical skills are in engineering, software development, we need people to build things, we need accountants, we need business managers. We need every potential skilled employee that one can imagine to support a weapons system program such as the Ground Based Strategic Deterrent program."

CALENDAR

from page 11

April 22, 8 a.m.-5 p.m.

"Intermediate Excel," a Salt Lake Community College Employee Development Workshop focusing on organizing, formatting and calculating data using Microsoft Excel software. This course builds upon "Intro to Excel" concepts. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Virtual participation is available. Cost is \$249. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

April 22, 10-11 a.m.

"How to be a Vendor at Your Local Farmers Market," a Women's Business Center of Utah event. Speaker is Alison Einerson, executive director of Urban Food Connections of Utah. Event takes place online (available statewide). Free. Details are at wbcutah.org.

April 22, 1-2 p.m.

"Virtual Lunch & Learn: Using Canva for Free Quick & Easy Graphic Design," a Park City Chamber/Bureau event for members only. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

April 22, 6-7 p.m.

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

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

"2021 Small Business Series for Success: Sales, Marketing and Advertising," part of the six-part Small Business Series presented by ChamberWest, in partnership with the Small Business Development Center, the city of West Jordan, West Valley City Economic Development and the city of Taylorsville Economic Development. Location is Jordan Valley Water Conservancy District, Conservation Garden Park Education Center, 8276 S. 1300 W., West Jordan. Other sessions are "Lean Product Development" on May 25; "Financial Success and Tax Strategies" on June 29; "HR: Attracting and Retaining Employees" on Sept. 28; "Funding, Financing and Cash Flow" on Oct. 27; and "Five Ways to Grow Your Business" on Nov. 30. Cost is \$99 for the series or \$20 per session for members, \$160 for the series or \$30 per session for nonmembers. Details are at chamberwest.com.

April 27, 10 a.m.

"California-Specific Laws," part of the 2021 Employers Council and Paylocity Online Training Series. Free. Details are at <http://info.employerscouncil.org/2021-paylocity-webinar-series>.

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

Women in Business Luncheon, a South Valley Chamber event. Speaker is Kim Fischer, Waterford.org national spokesperson. Location is Draper City Council chamber, 1020 Pioneer Road, Draper. Cost is \$20. Details are at southvalleychamber.com.

April 27, 11:45 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, \$30 for nonmembers. Details are at ogdenweberchamber.com.

April 28, noon-1 p.m.

"Solve the Business Puzzle: Conquer Sticky Situations," a Women's Business Center of Utah event. Presenter is Jill Shroyer, founder and CEO of Expedition HR. Event takes place online via Zoom. Free. Details are at wbcutah.org.

April 29, 7:15-9 a.m.

2021 Partners in Education Appreciation Breakfast, an Ogden-Weber Chamber of Commerce event. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Free. Details are at ogdenweberchamber.com.

April 29, noon-1 p.m.

"Funding for Growth" Workshop, a Women's Business Center of Utah event that takes place online (available statewide). Free. Details are at wbcutah.org.

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

"Eggs and Issues," a Murray Area Chamber of Commerce event. Location is Mimi's Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

May 4, 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. Cost is \$12 with lunch. Details are at davischamberofcommerce.com.

May 5-6, 8 a.m.-4 p.m.

"Building and Delivering Effective Training," a Salt Lake

see CALENDAR next page



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CALENDAR

from previous page

Community College Employee Development Workshop focusing on the science of training development and delivery to build and organize knowledge in a way that maintains adult learner engagement. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$500. Virtual participation is available. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

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

"Business Connections," a ChamberWest event that takes place online. Free, but registration is required. Details are at chamberwest.com.

May 6, 11 a.m.-noon

"Nonprofits: Grow Your Donor Base and Retention," a Salt Lake Chamber event taking place online. Free. Details are at slchamber.com.

May 6, 6-8 p.m.

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

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

"Eggs and Issues," a Murray Area Chamber of Commerce event. Location is Mimi's Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

May 11, 9-11 a.m.

"Pay the IRS Less Without Going to Jail," a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, Building 5, Room 333, 9750 S. 300 W., Sandy. Virtual participation is available. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

May 11, 11:30 a.m.-3 p.m.

Women in Business Golf Clinic, a ChamberWest event that includes lunch, lessons on both the driving range and putting green, and contests. Location is The Ridge Golf Club, 5055 S. West Ridge Blvd., West Valley City. Cost is \$75 for early-bird members (received by May 4); \$99 for nonmembers and for members after May 4. Details are at chamberwest.com.

May 12-13

2021 Global Value-Based Healthcare Virtual Symposium, the kickoff of a year-long event that will include webinars, white papers, discussions and action plans co-hosted by the David Eccles School of Business at

the University of Utah and the Green Templeton College at the University of Oxford. Event will feature experts who will move beyond theory and into practical application by providing concrete steps regarding the transition to value-based care. Early-bird cost is \$75. Details are at <https://eccles.utah.edu/value-based-healthcare/global-value-based-healthcare-symposium/>.

May 12, 11:30 a.m.-1 p.m.

"Let's Do Lunch," a South Valley Chamber event. Location is All-Star Bowling & Entertainment, 12101 S. State St., Draper. Details are at southvalleychamber.com.

May 12, 5-6:30 p.m.

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

May 13, 9-10 a.m.

"Courage-Building Skillsets That All Daring Leaders Have, and You Can, Too," a Women's Business Center of Utah event taking place online (available statewide). Free. Details are at wbcutah.org.

May 13, 11:30 a.m.-1 p.m.

Health Care Heroes Combined Luncheon, a Davis Chamber of Commerce event taking place online. Details to be announced at davischamberofcommerce.com.

May 13, noon-1 p.m.

"Business During Hours," an Ogden-Weber Chamber of Commerce event. Speakers from Ogden-Weber Technical College will discuss "Investing in Employee Success." Event takes place online via Zoom. Free for employees of chamber members and first-time guests. Details are at ogdenweberchamber.com.

May 13, 1-2 p.m.

"Virtual Lunch & Learn: Use YouTube to Grow Your Business," a Park City Chamber/Bureau event for members only. Details are at <https://www.visit-parkcity.com/members/chamber-bureau-events/rsvp/>.

May 13, 6-8 p.m.

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

May 14, 7:30-8:30 a.m.

"Eggs and Issues," a Murray Area Chamber of Commerce event. Location is Mimi's Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

May 14, 8-9 a.m.

Women in Business Networking, an Ogden-Weber Chamber of Commerce event that takes place online via Zoom. Free for WIB members. Details are at ogdenweberchamber.com.

May 18, 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. Cost is \$12 with lunch. Details are at davischamberofcommerce.com.

May 18, 8 a.m.-4 p.m.

"Applying Leadership Principles," part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on maximizing performance as you practice coaching, employee development and non-performance conversations in a legal and effective manner. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Virtual participation is available. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

May 18, 10 a.m.

"Diversity, Equity and Inclusion," part of the 2021 Employers Council and Paylocity Online Training Series. Free. Details are at <http://info.employerscouncil.org/2021-paylocity-webinar-series>.

May 19, 8 a.m.-noon

"Lean Pit Crew Challenge," a Salt Lake Community College Employee Development Workshop focusing on strengthening your team and learning how to eliminate wasteful processes while physically active in a racing pit stop simulation. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$325. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

May 19, 3:30-4:30 p.m.

"Business Connections," a ChamberWest event that takes place online. Free, but registration is required. Details are at chamberwest.com.

May 19, 5:30-6:30 p.m.

Tax Planning Clinic, a Small

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

May 20, 7:30 a.m.-noon

Nubiz Symposium. Location to be determined. Details are at ogdenweberchamber.com.

May 20, 7:45 a.m.-5 p.m.

Employer Tax Workshop, a Small Business Development Center (SBDC) event. Location is Salt Lake Community College, Building 5, Room 333, 9750 S. 300 W., Sandy. Virtual participation is available. Free. Details are at <https://clients.utahsbdc.org/events.aspx>.

May 21, 7:30-8:30 a.m.

"Eggs and Issues," a Murray Area Chamber of Commerce event. Location is Mimi's Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

see CALENDAR page 15

Get The Green On!!

Join Business Leaders April 15th 2021 Virtual Zoom Conference

Learn how your organization can put \$'s to the bottom line by understanding just a few basics for recycling and sustainability.

The Utah Recycling Coalition of Utah (RCU) is a coalition dedicated to increasing recycling, reducing waste, and supporting economic strength in the industry.

Become a member of RCU and attend the conference for free!!
Email us at rcu@utahrecycles.org to learn how.

Register at Eventbrite: RCU
Zoom Spring Conference



RCU
Recycling Coalition of Utah

LICENSES

from page 1

ture, which officials say will securely store your information.

“What makes Utah’s mDL unique and pioneering is what it’s not: It’s not just a photo or digital representation of your driver license,” DLD said in announcing the program. “Utah’s mDL uses standards outlined by the American Association of Motor Vehicle Administrators in their mDL ‘Implementation Guidelines’ and established by the International Organization for Standards (ISO).”

The standards mean using an mDL will encompass more than just showing your phone to a clerk. Only the mDL app and reader will access the DLD’s infrastructure to verify the information.

You’ll also be able to control data minimization, according to the DLD. “Data minimization means that a mDL holder can release only select data elements to a verifying entity. This stands in contrast to sharing all data as individuals do now when they hand over a physical card,” officials explained. For example, if you’re showing your mDL to a clerk to prove your age, you’ll be able to limit data released to just a photo of you and the fact that you’re older than 18.

“Our Driver License Division is committed to working with residents and stakeholders to implement a solution which provides the highest value to Utahns: one which is accepted anywhere, provides enhanced privacy, security and personal control,” says DPS Commissioner Jess L. Anderson. “Your privacy is of the utmost importance to us and the mDL gives you control over your data. You choose what information to share when your identification is requested.”

Officials said the pilot program is ready to begin with about 100 select participants. The program will expand to 1,000 participants, including the broader public, later this year.

During the 2019 legislative session, state Sen. Lincoln Filmore (R-Salt Lake City) introduced a bill allowing the DLD to begin studying the cost, process and vendors needed to implement mDL. Results of the pilot program will be shared with the Utah Legislature, which will determine whether or not to implement mDL statewide. Utahns will still have the option to receive a physical card for the driver license or identification card.

For its mDL pilot program, Utah is using GET Group North American and its technology partner Scytáles to provide the software that puts an official driver’s license or ID Card on a person’s smartphone.



CLASSIFIED

CAREERS

SENIOR DATA ANALYST - IC 4

Senior Data Analyst – IC 4 (Overstock.com, Inc., Midvale, UT) Perform adv data analyt & interpretation, define key performance indicators & performance metrics, create adv forecasting & statistical models to predict customer behavior & performance of projects & initiatives for business unit. Min Reqs: Bachelors degree or US equiv in Stat, Math, Info Sys, Bus Analytics, Econ, or rel, plus 3 yrs prof exp conducting data analysis (incl manipulating data sets, monitoring & predicting trends, & identifying business opportunities by interpreting financial, behavioral, demographic, & operational data), performing business computations using Microsoft Suite tools (incl Word, PowerPoint, & Excel), applying the Scientific Method & foundational statistical methods to business analysis issues & visualizing data using tools (incl Excel). Must also have: 1 yr prof exp condensing data for use in reporting & executing strategic initiatives in an online retail environ by utilizing relational databases (incl SQL; 1 yr prof exp conducting tests & utilizing statistical methods (incl A/B testing, Multivariate testing, & Null Hypothesis Significance testing); 1 yr prof exp recognizing correlations, trends, & statistical irregularities using mathematical concepts (incl correlation, regression analysis, clustering, & other modelling methodologies); 1 yr prof exp analyzing data using statistical analysis tools (incl R). Submit resume online: https://overstock.wd5.myworkdayjobs.com/Overstock_Careers/job/Midvale-Utah/SENIOR-DATA-ANALYST---IC-4_R0004671 or via email: overstockcareers@overstock.com. Specify Ad Code ASWM. EOE. MFDV.

TECH JOBS

from page 1

96,938 tech jobs across all other sectors of the economy. The total puts Utah 24th among states.

“Job growth this year [in Utah] is expected to be led by companies hiring core IT workers in a variety of roles, including cybersecurity, data scientists, software developers and IT user support specialists,” CompTIA said. “Demand for workers with experience and skills in emerging infrastructure and hardware, artificial intelligence, data, next-gen cybersecurity and other areas of emerging tech will continue to grow as employers across industries pursue digital transformation strategies. Over the past five years, job postings for these types of positions have surged 190 percent.”

The report, available at <https://www.cyberstates.org/>, indicates that Utah’s tech-job total represents 9.6 percent of the state’s overall workforce. The estimated median wage of \$77,492 for tech workers is 82 percent higher than the median wage for all occupations in the state.

Utah has nearly 8,200 tech businesses, and the tech sector

has a direct impact of \$20.1 billion, or 11.5 percent of the state economy. That percentage is the ninth-highest among all states.

The report also shows that women account for 21 percent of the Utah tech workforce, matching the national percentage. Blacks or African Americans make up 7 percent of the state’s tech workforce (the national figure is 8 percent), while representation of Hispanics or Latinos is at 1 percent (7 percent nationally).

Nationally, the report projects 245,000 net new tech jobs will be added this year, putting growth at 2 percent and helping total net tech employment to reach about 12.4 million. Year-over-year tech job growth nationally was essentially flat last year.

“As we look ahead to a rapidly evolving future of work and the ever-expanding digital economy, both immense opportunity and challenges loom,” said Tim Herbert, executive vice president for research and market intelligence at CompTIA. “Cyberstates confirms the importance of building resilient workforces and businesses through skills development, robust and secure digital infrastructure, and innovation-minded leadership.”

CAREERS

SENIOR AUTOMATION ENGINEER

Senior Automation Engineer (Overstock.com Inc., Midvale, UT) Multiple positions available. Develop & publish test plans, procedures, & final test reports. Develop detailed test cases to meet soft reqs. Provide walkthroughs of test plan/approach to the dvlpmnt team & provide reports to stakeholders. Report, review, & close problem reports. Execute automated & manual test cases. Publish & discuss test results w/ project stakeholders. Utilize Agile Development methodologies. Identify software problems during testing, determine steps to reproduce them, & enter them into a defect-tracking database w/ detailed troubleshooting. Manage code deployments to production & carry out post deployment verification. Build clear, concise, & complete test-related documentation. Participate in all aspects of QA w/in the company implementing approaches & strategies for the sftwr dvlpmnt lifecycle using automation. Access software readiness by rev perf metrics. Min Reqs: Bachelor’s degree or U.S. equiv in Applied Math, Computational Math, Comp Apps, Comp Engrng, Comp Sci, Info Sys, Info Tech, Elec Engrng, or rel, & 5 yrs prof exp building & using automation frameworks (incl Selenium, Webdriver, Cypress, TestNG, Junit, or Nightwatch) & using programming language (incl Java, Python or Java), incl debugging & reviewing software code to support automated testing for sftwr applications. Must also have the following: 3 yrs of prof exp rev data points in relational or NoSQL databases; 3 yrs of prof exp testing database integration issues using relational database management systems (incl oracle or SQL); 3 yrs of prof exp using version control systems (incl GitHub, RCS, subversion, CVS, or mercurial); 3 yrs of prof exp working w/in the Linux/Unix operating systems; 3 yrs of prof exp employing functional testing practices, & using testing tools; 3 year of prof exp operating w/in IDEs (incl Eclipse, IntelliJ or Visual studio). In lieu of a Bachelor’s degree plus 5 yrs of experience, will accept Master’s degree or U.S. equiv in Applied Math, Computational Math, Comp Apps, Comp Engrng, Comp Sci, Info Sys, Info Tech, Elec Engrng, or rel, plus 3 yrs of prof exp building & using automation frameworks (incl Selenium, Webdriver, Cypress, TestNG, Junit, or Nightwatch) & using programming language (incl Java, Python or Java), incl debugging & rev soft code to support automated testing for soft apps. Must also have the following: 3 yrs of prof exp reviewing data points in relational or NoSQL databases; 3 yrs prof exp testing database integration issues using relational database management systems (incl oracle or SQL); 3 yrs of prof exp using version control systems (incl GitHub, RCS, subversion, CVS, or mercurial); 3 yrs of prof exp working w/in the Linux/Unix operating systems; 3 yrs of prof exp employing functional testing practices, & using testing tools; 3 year of prof exp operating w/in integrated development environments (IDEs) (incl Eclipse, IntelliJ or Visual studio). Submit resume online: https://overstock.wd5.myworkdayjobs.com/Overstock_Careers/job/Midvale-Utah/SENIOR-AUTOMATION-ENGINEER--RETAIL-e_R0004672 or via email: overstockcareers@overstock.com. Specify ad code NDWM. EOE. MFDV.

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CALENDAR

from page 13

May 21, 8-10 a.m.

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

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

"2021 Small Business Series for Success: Lean Product Development," part of the six-part Small Business Series presented by ChamberWest, in partnership with the Small Business Development Center, the city of West Jordan, West Valley City Economic Development and the city of Taylorsville Economic Development. Location is Jordan Valley Water Conservancy District, Conservation Garden Park Education Center, 8276 S. 1300 W., West Jordan. Remaining sessions are "Financial Success and Tax Strategies" on June 29; "HR: Attracting and Retaining Employees" on Sept. 28; "Funding, Financing and Cash Flow" on Oct. 27; and "Five Ways to Grow Your Business" on Nov. 30. Cost is \$99 for the series or \$20 per session for members, \$160 for the series or \$30 per session for nonmembers. Details are at chamberwest.com.

May 25, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a South Valley Chamber event. Location is All-Star Bowling & Entertainment, 12101 S. State St., Draper. Details are at southvalleychamber.com.

May 25, 11:45 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event that takes place online via Zoom. Details are at ogdenweberchamber.com.

May 27, 1-2 p.m.

"Virtual Lunch & Learn: Chamber 101," a Park City Chamber/Bureau event. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

May 27, 6-7 p.m.

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

May 27, 6-7 p.m.

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

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

"Eggs and Issues," a Murray Area Chamber of Commerce event. Location is Mimi's Café, 5223 S. State St., Murray. Registration can be completed at Eventbrite.com.

June 3, 9-10 a.m.

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

SOUTH VALLEY CHAMBER FUEL THE FUN



Take a dip in a pool, go shopping, or just relax! Check out this special, Fuel The Fun offer for the hotels in the South Valley area. Book an overnight stay in Salt Lake's South Valley region for 2 nights or more at participating hotels and you'll get your choice of a \$50 Sinclair gas card or \$50 Visa pre-paid gift card! Free \$50 VISA Gift Card

Details: All lodging reservations of 2 nights or more at participating South Valley properties will be able to receive (1) \$50 Visa pre-paid gift card— can be used nationwide in-store and online where Visa debit cards are accepted. Visa pre-paid gift cards are physical cards and will be distributed to guests upon check-in.

For more information and booking visit
<https://www.visitsaltlake.com/places-to-stay/special-package-deals/fuel-the-fun/>

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Up to \$150 will be deposited in \$50 increments over 3 consecutive months after setting up, and maintaining, a direct deposit of at least \$500 in 3 consecutive months. Up to \$150 will be deposited in \$50 increments over 3 consecutive months when the minimum requirement of 15 transactions per month with a University Federal Credit Union Visa debit or credit card are made in consecutive months. Minimum eligible transactions amount is \$2.00. \$100 will be deposited after an auto loan with another institution, of at least \$10,000, is transferred to University Federal Credit Union. New members only; those who have received a promotion payout from UFCU in the last 5 years are not eligible. Must have valid SSN/ITIN/FTIN to join. For more information, and full terms and conditions, see www.ucreditu.com/services-benefits/400-new-member-promo.html or contact University Federal Credit Union at 801-481-8800. Offer begins February 1st, 2021. Offer valid through July 31st, 2021. To be eligible for payouts, participants must activate promo before July 31st, 2021 and remain in good standing during eligibility. Eligibility for payout is limited to 6 months from account open date. Participants may need to visit a branch to complete or sign documents. Federally insured by NCUA.