

## THE List

TRUCKING & LOGISTICS

**Logistics Companies**  
page 12

**Trucking Companies**  
page 14

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## Morgan Stanley will expand Utah operations, add 800 jobs

**Brice Wallace**  
*The Enterprise*

Global financial services company Morgan Stanley will expand in Utah, adding 800 high-paying jobs in Salt Lake County over the next 10 years.

The announcement was made after the company was approved for a tax credit of up to \$6.54 million over 10 years by the Governor's Office of Economic Opportunity (Go Utah) board at its October meeting in Cedar City.

The company has had operations in Utah since 1997 and currently employs over 1,600 people in the state. Its acquisitions in recent years include E\*Trade Financial Corp. and Solium Capital Inc., which also have long histories in Utah.

"Given the opportunities we see for our business, coupled with the business-friendly environment in the state of Utah, we have selected Salt Lake County as the ideal location to focus our growth, which ... is further planned 800 new jobs over the next

**see MORGAN STANLEY page 20**



*Software giant Adobe in Lehi is just one company in Utah's Silicon Slopes, which has witnessed strong growth in engineering and computer science jobs in recent years. A new report from the Kem C. Gardner Policy Institute shows that Utah has experienced a huge boost in the number of graduates in those fields over the past two decades.*

## Despite state's efforts, tech jobs still outpacing ability to fill them

**Brice Wallace**  
*The Enterprise*

Back at the turn of the century, then-Gov. Michael Leavitt envisioned an Engineering and Computer Science Initiative to educate more Utahns in those fields and help Utah companies with their workforce needs. A new report indicates that his push, backed by the Legislature and the state's higher education system, has worked, prompting an upswing in those graduates.

Still, however, the huge number of open jobs at Utah companies has outpaced that growth.

"If you look at the growth in the tech economy, it pretty much directly tracks the number of graduates that we've been producing," Richard Brown, dean of the University of Utah's College of Engineering, said at a media roundtable discussion following the release of a report on the topic

**see TECH JOBS page 23**

## Leaders feeling more pressure as employees return to offices

As the U.S. undergoes a monumental shift in working habits, managers and senior leaders are feeling more pressure at work — not only to produce results, but also to be more visible to company leadership. Those are the findings of new research from Provo-based experience management platform Qualtrics.

Qualtrics' research found that 43 percent of managers and 41 percent of senior leaders feel more pressure to produce results than they did a year ago. In addition to that pressure, in the new world of remote and hybrid work, 43 percent of managers also say they feel more pressure to be visible to leadership, regardless of their achievements.

Uncertainty about when and how often workers will have to be in the office continues to be a persistent source of tension between executives and employees. During the height of the pandemic, reports of burnout and mental health problems increased dramatically, and 58 percent of American workers attributed their mental health challenges to their jobs. And now, as organizations implement new return-to-office policies, they are looking to managers to enforce sometimes unpopular policies and manage teams from afar.

"Companies simply cannot take their managers for granted. They carry an increasingly heavy load and are the connective tissue that holds an organization together, especially during times of uncertainty and change," said Dr. Benjamin Granger, Qualtrics' chief workplace psychologist. "As we learned during the pandemic, it is essential that we care for our caregivers — and that applies in the workplace as well. Every company needs to be tuned in to how their people leaders are really doing and identify ways to directly support them."

The added stress may be pushing these

**see STUDY page 8**



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## CORRECTION

An *Enterprise* article published on Oct. 10 indicated that Intermountain Healthcare has purchased ground and was planning to build a hospital at Ephraim Crossing, a master-planned community in Ephraim. The information came to *The Enterprise* in a press release from Camino Verde Group, the developer of Ephraim Crossing.

Although Intermountain purchased the property, it has not announced plans for its development, the company told *The Enterprise*.

An Intermountain Healthcare statement said: "As part of our ongoing commitment to serve patients with high-quality, affordable and accessible care, Intermountain Healthcare has acquired property in Ephraim, Utah, for future use to enhance healthcare services available to area residents. No immediate plans for development are underway.

"Intermountain has been part of the Sanpete County Community for more than 65 years. Rural healthcare is an integral part of our mission to help people live the healthiest lives possible. We are committed to growing as the area grows and supporting quality rural health in central Utah and beyond."

*The Enterprise* regrets any confusion this story caused.

## Study finds Gen Z, millennials more willing to spend now

Lehi-based technology and marketing firm Scorpion has released the results of a survey that explores the generational differences in consumer behavior and business expectations during this inflationary period. The survey was conducted with 1,050 U.S. consumers in the third quarter of this year by Scorpion and Qualtrics.

Key findings on generational differences include:

- Gen Z and millennials are three times more likely to say they're better off financially this year compared to Gen X and baby boomers (38 percent versus 13 percent).

- While 75 percent of Americans think it will take two or more years for inflation rates to return to normal, younger generations are 50 percent more likely to resolve big expenses now than wait until 2024.

- Gen Z and millennials are up to twice as likely to spend on luxuries such as electronics, dining out and travel than Gen X and baby boomers.

- Gen X and baby boomers are twice as likely to put off spending if prices continue to rise than Gen Z and millennials (50 percent versus 27 percent).

- Gen X and baby boomers are 50 percent more likely to turn to TV for inflation and economic news than Gen Z and millennials (77 percent to 53 percent). However, Gen Z and millennials are three times more likely to trust social media than Gen X and baby boomers (32 percent versus 12 percent).

- Gen Z and millennials are twice as likely to show inflation fatigue than older generations (23 percent to 12 percent).

Key findings of the report on

business and consumer outlook include:

- As service costs continue to rise, consumers are likelier to take steps they normally would not: 47 percent would look for ways to do things themselves, 35 percent would consider temporary solutions and 31 percent would spend more time comparing providers.

- While price is key to winning today, companies can still build trust for the future by providing the best possible experience: Down the road, 40 percent of consumers would hire businesses they could not afford at this time which provided excellent service, 45 percent want to know what businesses are doing to help mitigate pricing, 42 percent expect breakdowns of pricing to understand what they are getting, 37 percent need clarity on services that are essential versus optional and 32 percent want organizations to show what they are doing to provide more value.

"As many Americans accept today's challenging economy, this is a good time for businesses to focus on winning and retaining customers. With increasing competition in most industries, customers expect excellent service, fair pricing, transparency, and many other things from the businesses they buy from," said Joe Martin, vice president of content marketing at Scorpion. "As the data shows, demographic differences provide opportunities for revising customer marketing while offering different relationship-building strategies for all generations."

This study was designed to understand how consumers have been impacted by high inflation as well as how changes in purchasing behavior have affected businesses.

# Utah Foundation report: Infill development yields new housing, efficient land use

Infill development — defined as the development of vacant or underutilized land within existing communities — can be a route to a better quality of life and help communities build their tax base, according to a new report released by the Utah Foundation. The report, “Filling in the Blanks: How Utah Communities Can Deploy Infill Development to Advance Quality of Life,” examines trends, the potential benefits of additional infill, obstacles standing in the way and policy options to support infill development.

Utah Foundation President Peter Reichard said that, despite the tremendous growth in recent years, opportunities for high-quality infill development abound.

“From small towns to big cities to suburbs, Utah’s com-

munities can use infill to improve quality of life,” Reichard said. “Infill holds the promise of new housing, more attractive streetscapes, an improved tax base and reduced pressure on development at the suburban fringe.”

The report found that multiple factors are now converging in Utah to make infill more imperative, including rapid growth, rising housing costs and changing residential preferences. Infill development — particularly multifamily housing — comprises an increasing proportion of new residential development along the Wasatch Front.

According to the report, infill development can offer a variety of benefits to local communities, including an expanded housing supply, more attractive city and town centers, more effi-

cient use of land, a strengthened local tax base, efficient delivery of public services and infrastructure and improvements to overall quality of life.

Infill will not come easy in some cases the study found. Communities looking to promote infill must wrestle with obstacles such as zoning, site issues, citizen opposition, cost uncertainties and ownership issues.

Local governments can attract infill investors by taking an inventory of potential sites and making key information on them publicly available. Clear, comprehensive and user-friendly information on the development approval process is critical, the study authors concluded. Local governments may also consider creating a “fast-track” approval process for infill projects at targeted sites or in targeted redevelop-

ment zones.

Other study conclusions included:

- To measure success in promoting infill, local governments can formally target particular zones or sites, then deploy strategies and actions to those locations accordingly. Local governments can prioritize such target locations based on fixed strategic criteria and share the priority areas widely with the public.

- There are multiple means of recalibrating land-use requirements to encourage infill, including rezoning targeted areas, creating overlay zones and employing form-based codes.

- Existing surface parking lots are often prime opportunity sites for infill. But parking rules on the books may prevent infill development from meeting economies of scale for investors. It is important for local policymakers to take a hard look at whether existing parking requirements are overly aggressive.

- Investing in infrastructure upgrades and streetscape enhancements at targeted opportunity sites can support the strategic focus of an infill program and attract private investment. Limiting the use of tax increment financing for such upgrades to public assets can reduce the dangers inherent in using public dollars to support private developments.

- Main street programs, pub-

lic art, neighborhood rebranding campaigns and events can help to create new interest and investment in target infill areas.

- Local governments can leverage federal support through mechanisms such as Opportunity Zones, the New Markets Tax Credit program and the EPA Brownfield Program.

- As part of an infill strategy, it is important to identify sites near mass transit lines so that new developments can capitalize on these existing investments. The Station Area Plan process offers the promise of community-based transit-oriented development planning.

Union Pacific, the Utah League of Cities and Towns, the Wasatch Front Regional Council and AMD Architecture provided support for the Utah Foundation infill development project.

The full report is available at the Utah Foundation website, [www.utahfoundation.org](http://www.utahfoundation.org).

## YouScience purchases Maryland's NC3

YouScience, an American Fork-based college and career preparation company, announced today the acquisition of the National Center for College and Career Transitions (NC3T). The Columbia, Maryland-based NC3T helps schools and districts develop strategies around career-connected learning and equips schools and educators with the necessary tools to efficiently manage career-related activities and work-based learning (WBL) programs.

The acquisition of NC3T further accelerates YouScience’s strategy to help students succeed in their college and career journey by identifying their aptitudes and connecting them to their best-fit career and educational pathways, the company said in a release. Through the acquisition, YouScience will integrate NC3T’s work-based learning platform, Seamless WBL, with YouScience’s Discovery aptitude assessment and Precision Exams industry certifications to better support districts, schools, and educators in preparing students for college and careers. In addition, YouScience will now offer NC3T’s professional development, workshops and consulting services.

“Work-based learning and career-informed classroom resources are a natural complement to our mission to empower every student, regardless of race, gender, geography or environment, to find their best-fit educational and career pathway,” said Edson Barton, founder and CEO of

YouScience. “Supporting educators in their efforts to uplift both students and their communities is at the heart of who we are and what we do. It is at the heart of who NC3T is. This acquisition strengthens our ability to create informed and empowered students through career-connected education.”

“YouScience is making im-

portant contributions that align with our mission: Every learner with a dream and a plan, and every community with a capable and ready workforce,” said Hans Meeder, resident of NC3T. “We’re excited to combine forces with YouScience as we continue to support career-connected learning in schools across the nation.”

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# Conservation & stewardship campaign to be launched by Utah Office of Tourism

The Utah Office of Tourism, in partnership with Germany-based tour operator America Unlimited and the Utah-based nonprofit Tree Utah, is launching a comprehensive international marketing campaign promoting visitor education initiatives and Utah's strategic industry partnerships to protect Utah's outdoor places. The campaign is a multi-year commitment to long-term sustainable action, utilizing visitor donations to give back to the community in Utah and in Germany, the tourism office said.

"Empowering international visitors to participate in community-led sustainability initiatives creates a proactive method to minimize the impacts of travel and recreation in Utah," said Rachel Bremer, the Utah Office of Tourism's global markets director. "When booking a trip, we want travelers to be assured that we, Utah, are actively working to ensure our beautiful outdoor spaces remain forever mighty."

"Forever Mighty" is the public-facing initiative to accomplish the goals of the Utah

Office of Tourism's Red Emerald Strategic Plan. The Forever Mighty initiative encourages travelers to explore Utah thoughtfully and safely by being well-prepared, aware of Utah's delicate ecosystems and engaged with the local communities they are visiting. Forever Mighty also aims to inspire residents, visitors, businesses and stakeholders to take an active role in preserving and enriching Utah through advocacy, ambassadorship and stewardship opportunities.

On Oct. 13, Tree Utah joined

volunteers from the Utah Office of Tourism and the Wayne County Office of Tourism in Torrey to plant 20 trees. Additional tree-planting locations will be identified at a later date. Following tree plantings, the Utah Office of Tourism will build itineraries and resources so travelers to the state can participate in conservation through a donation to Tree Utah when booking their travel with America Unlimited and by participating in tree-planting in Utah if they choose to. In addition, with every flight associated with bookings to the state of Utah for the 2023 booking season, trees will be planted on several hectares of land in the municipal forest of Wernigerode, Germany.

Following a successful campaign and multi-year commitment in Germany, the campaign will be modeled in other inbound markets with industry partners in

France and Australia to complement the German efforts in subsequent years.

"Our thought here is to make a difference and give back to the environment. The campaign is for the long term and will become a permanent part of my business. We want to position ourselves more sustainably and also develop a measurable tool for this — for us and for the customers," said Timo Kohlenberg, America Unlimited managing director and CEO.

"A change often starts with a vision in a small way. Every step in the right direction counts. Together, as a collective, we tourism professionals bear great responsibility and can make effective contributions to climate protection," said Sarah Harwardt, accounting director of the Utah Office of Tourism Germany, Austria and Switzerland, based in Hannover.

## Industrial, office real estate remain strong

Commercial real estate firm CBRE has released its third-quarter 2022 Salt Lake City Industrial and Office Figures report.

Over 7.9 million square feet of new industrial space has hit the market so far this year, an all-time high for a single year, according to the industrial figures report. Despite this, vacancy remains extremely scarce.

The report said lease rates continue to rise across all space sizes in the Salt Lake area. Low vacancy numbers and increasing construction costs are contributing factors. Due to an airport submarket vacancy of 0.1 percent, leasing activity in the Northwest Quadrant is increasingly concentrated in the California Avenue submarket.

High construction costs and an uncertain economic environment have slowed the pipeline of planned construction, CBRE said. The report also found that changing local demographics are putting pressure on local distribution and small- to medium-sized facilities.

The report also said that sale prices in 2022 have soared, a key contributor to the decrease in

sale volume seen.

According to the office figures report, leasing activity declined 33 percent in the third when compared to the same period in 2021, with market fundamentals showing signs of a slowing market.

Overall market office vacancy increased to 19.6 percent, while the market had negative quarter-to-date net absorption of 393,403 square feet.

Driven by high vacancy downtown and strong demand for urban multifamily development, the second quarter saw Salt Lake City's first office-to-residential conversion project sale. Office tenants relocating from that building should boost downtown absorption in 2023, CBRE said.

The office report found new groundbreakings slowed in recent quarters as materials become increasingly difficult to source. Despite these conditions, the market's first mass timber property broke ground in the South Valley and other planned projects are shovel-ready, pending tenant lease agreements.

CBRE said economic vola-

tility remains top of mind amid high inflation, a tight labor market and housing shortages. However, the Salt Lake-Provo market is well-positioned regionally and tends to outperform national averages, the report said.

## COVID stress mortgage help still available

Utah homeowners still struggling with mortgage payments because of the COVID-19 pandemic may be eligible for mortgage assistance from \$66 million in federal pandemic relief funds still available to mortgagees.

A new application period is open and runs through Nov. 7. The program will first be available for applicants whose incomes are equal to or less than 100 percent of the county area median income (AMI) in which the household resides or 100 percent of AMI for the U.S., whichever is greater. Homeowners facing immediate foreclosure are also eligible to apply.

"For Utahns facing economic uncertainty, there's nothing more important than know-

ing that they can remain in their home," said Nate McDonald, deputy director at the Utah Department of Workforce Services (DWS). "We want to make sure these funds go to those truly in need and in danger of losing their home. To help make this program run as smoothly as possible, we ask that only people who meet the income eligibility criteria and are delinquent in the payments apply so the system doesn't get bogged down with ineligible applications."

Eligible Utah homeowners also need to have experienced a documented financial hardship associated with COVID-19 after Jan. 21, 2020, and own the Utah property for which they are applying for assistance. Approved applicants will be required to

participate in either homeowner counseling or a homeowner education program.

DWS has partnered with Community Development Corp. of Utah to administer program funding.

"We are happy to assist in keeping Utahns in their homes with this program. Before applying, applicants should gather documentation that will help expedite the process, including their most recent mortgage statement, demand letter or foreclosure notice, income documentation and their government-issued identification," said Mike Akerlow, CEO of Community Development Corporation of Utah.

Further information is available at [homeownersassistance.utah.gov](http://homeownersassistance.utah.gov).

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*GolfTec, a golf lesson and club-fitting company based in Denver, has opened an instruction and club-fitting center in Lehi. Pictured is the club-fitting wall, displaying the variety of club shaft and club head combinations. The new 2,345-square-foot facility features four indoor bays, powered by TecSwing using Foresight Sports simulators, for lessons, club-fitting and practice. Each bay is equipped with OptiMotion, a motion tracking innovation that measures and corrects golf swings. The facility also includes an indoor putting green and lessons enhanced by TecPutt, a motion technology that analyzes face angle, loft and path direction of putting strokes. The company's custom club-fitting program combines swing characteristics with ball flight data to help identify optimal golf equipment for each student. An array of club head and shaft options are available to match players of any skill level with the clubs that best meet their needs. Center manager and director of instruction Tom Coppola leads a staff of veteran certified coaches. GolfTec has more than 225 locations worldwide.*

## AvantGuard acquires Armstrong's

Ogden-based alarm monitoring firm AvantGuard, a Becklar company, has announced its acquisition of Armstrong's National Alarm Monitoring of Dartmouth, Nova Scotia, Canada, and its monitoring centers and offices in Dartmouth, Montreal, Edmonton and Moncton, Canada. The acquisition gives AvantGuard, which offers wholesale monitoring, caller ID injection, cloud and hybrid monitoring for IoT, fire and security markets, eight monitoring centers across the U.S. and Canada.

Armstrong's National Monitoring Centers founder Gary Armstrong opened his first central monitoring station in 1989. The company now serves over 800 alarm dealers in its network.

"AvantGuard is the perfect match for Armstrong's Monitoring. Both organizations share an intense commitment to service with core values built around genuinely caring for the safety and well-being of others," said Arm-

strong, who will remain as an active strategic advisor to the company.

"The Armstrong's brand is the model of commitment and caring to their dealers. In sharing the same passion and commitment for servicing our dealers and their customers, we are happy and proud to welcome the Armstrong's team and brand into the AG family," said Justin Bailey, president of AvantGuard. Bailey said that Armstrong's National Monitoring Centers will continue to operate in the same locations under the Armstrong's brand and will retain their existing employees.

Bailey said AvantGuard plans to invest heavily in Armstrong's facilities infrastructure and technology with over \$500,000 in technology investments alone in the first year.

AvantGuard is part of the Becklar family of connected safety solutions for enterprises and individuals.

## Sky Quarry buys refining firm

Sky Quarry Inc., a Salt Lake City-based environmental remediation company involved in the recycling of waste asphalt shingles, has acquired Foreland Refining Corp. of Woods Cross. Foreland's key asset is its Eagle Springs Refinery, located outside of Ely, Nevada, which has historical production capability of 495,000 barrels of oil per year.

Sky Quarry said the acquisition represents a key step in accelerating its growth strategy. Sky Quarry believes that the acquisition will create a vertically integrated business division to produce sustainable diesel and other petroleum products

from Sky Quarry's oil recovered from waste asphalt shingles and other heavy oil feedstock sources.

"The acquisition of Foreland allows Sky Quarry the opportunity to efficiently utilize its capital and solidify its ability to capture margin through the entire value chain," a company release said.

"The acquisition of Foreland marks an important milestone in becoming a sustainable energy producer from renewable sources and brings together a highly complementary set of products, customers and markets," said David Sealock, CEO and co-founder of Sky Quarry.

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# Succeeding in Your Business

## No need to panic when the IRS sends you a letter

Few things in life are more unsettling than getting a letter from the IRS — especially if you don't think you did anything wrong.

The recent Inflation Reduction Act allocated nearly \$80 billion to the Internal Revenue Service to close the enforcement gap between what the IRS is collecting and what it should be collecting. Right now, even as you are reading this, the IRS is mass-recruiting people with little finance or tax experience as junior auditors. And it's giving them small-business tax returns to cut their teeth on.

But don't panic. Most of the time, there's nothing to worry

about. In the vast majority of cases, either:

- The IRS computers picked up inconsistent, incomplete or contradictory information on your tax return (for example, you reported gross income for your business that was less than the total amount reported on the 1099, W-2 and K-1 forms you attached to your return) and the IRS wants more information to see if you calculated your tax correctly.

- Your return has been selected for a "random" audit based on any number of factors (most commonly, being too aggressive in taking travel, entertainment and other "lifestyle" deductions that are dif-

ficult to support without tons of backup).

When the IRS sends you a letter, here's what you do:

**First, contact your accountant and send them the letter.**

If you used an accountant or other paid tax preparer, you should scan and email the letter promptly to him or her. They are extremely well informed about the latest IRS scams and can tell you if your letter is genuine or not. Also, by virtue of helping you prepare your tax return, they are duty-bound to help you respond to the letter (although they may charge a fee for doing so if the problem was not their fault).

**Make sure the letter is not a scam.**

But let's say you prepared your own tax return without out-

side help (not really a good idea, as tax returns are much less likely to be audited if you used a tax preparer). Your first task is to look over the letter carefully and make sure it's genuine. It's no secret that there are plenty of bad people out there looking to steal your identity, and some of the scam letters purporting to come from the IRS are extremely convincing. Even professionals get fooled by them sometimes.

Here are some signs your letter may be phony:

- You can't find the form number listed on [www.irs.gov](http://www.irs.gov).
- The letter has poor spelling and grammar.
- The letter asks you to respond by phone or email (The IRS almost always requires you to respond in writing by snail mail.).
- The letter asks you to respond to an address that is not listed as an IRS office on [www.irs.gov](http://www.irs.gov).
- The letter directs you to mail or wire payment to an address outside the U.S.
- The letter threatens to send an agent to your home if you don't pay the amount due promptly.
- The letter offers to settle for a fraction of the amount the letter says you owe. The IRS never, ever offers to settle for a lower amount than the tax due, although they might be willing to agree to a settlement if you request one.)

If you're still not sure your letter is genuine, call your local IRS office and ask for taxpayer assistance. They can look up your tax file online (you will have to give them your Social Security number or federal taxpayer identification number) and tell you if there's a copy of the letter on file in your record. If there's a copy in your file, the letter is genuine.

**Look up the form number on the IRS website.**

Every IRS letter is a "form" letter. Look for the form number on the letter; it's usually in the upper right-hand corner. Then go to the IRS website at [www.irs.gov](http://www.irs.gov) and use their search engine to look up the form number. There will almost always be a webpage dedicated to that particular form that will tell you what the IRS is looking for and how to respond. If you can't find the form number on [www.irs.gov](http://www.irs.gov), that's a telltale sign the

letter may not be genuine.

**Respond to the letter promptly.**

Do not procrastinate! Make sure you respond by the date required in the letter. If there is no "response date," respond within 30 days. If the letter gives you the opportunity to request a hearing, say yes; this may be your only chance to tell your side of the story to a "live" IRS agent. Be sure to keep a copy of your response and any documentation you include in your letter to support your position.

**Don't say too much.**

Do not overrespond to the letter. Most IRS letters request very specific information, and you should provide them with only the information requested. Sending the IRS five years of QuickBooks files may well lead to a fishing expedition that will uncover additional problems and perhaps lead to a multiyear audit of your business.

When speaking to IRS personnel, remember the World War II saying that "loose lips sink ships." If you are worried you may get chatty and volunteer too much information, consider hiring an accountant to appear on your behalf in meetings with the IRS.

And while you're at it, ask him or her to prepare your tax return next year.

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

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## STUDY from page 1

groups to look for new jobs, the study said. Managers and senior leaders are more likely to look for a new job in the next six months than individual contributors and C-suite leaders. Qualtrics research showed that 57 percent of job seekers believe a new role will help them feel less burned-out.

The Qualtrics study was fielded in August and respondents were selected from a randomized panel and considered eligible if they live in the United States, are at least 18 years of age and work full-time. The total number of respondents was more than 1,000.



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## Weave names Brett White its new CEO

Weave, a Lehi-based customer communication and engagement platform, has announced the appointment of Brett White as CEO.

White joined Weave's executive team as president and chief operating officer in April after serving on the board of directors since June 2020. White was appointed Interim CEO in August when Roy Banks resigned due to health and family reasons.

"Brett has over 30 years of experience leading tech companies, and his vision and knowledge of the business make him a natural selection to lead Weave," said Stuart C. Harvey Jr., chairman of Weave's board. "His track record scaling and operationalizing verticalized SaaS and payments companies is exactly the profile the board desired when selecting Weave's next CEO."

Prior to his work with Weave, White served as chief operating officer and chief financial officer at wellness software provider Mindbody and has extensive background as a public company executive with a focus in SaaS and payments. White will continue to serve as a director on Weave's board.

"I could not be more honored to lead the 800-plus team members here at Weave," White said. "At its core, Weave is helping healthcare providers deliver more modern and meaningful patient experiences that deeply impact their local communities. Weave's opportunity to grow small businesses through our transformational platform is exciting and I'm proud to continue our executive team's focus on bringing Weave to many more practices, patients and communities."



SkyMail International's Salt Lake City sort center has been purchased by Pitney Bowes, one of the world's largest shipping and mailing companies.

## Pitney Bowes buys SkyMail sort center

Shipping and mailing giant Pitney Bowes has acquired the presort center of SkyMail International, a full-service print and mail house based in Salt Lake City. Based in Stamford, Connecticut, Pitney Bowes Presort Services said the Skymail facility will be part of a regional mail exchange anchored by the company's first Presort Services Mega Center, which opened in Las Vegas earlier this year.

The acquisition, which closed on Oct. 9, is expected to add more than 100 million first-class mail pieces annually to the Pitney Bowes Presort Services Network and will make drop-offs and pick-ups easier for several existing Pitney Bowes clients, the com-

pany said. Skymail will continue to operate its printing, mail inserting and international mailing businesses and becomes a new client of Pitney Bowes for presort services.

"Pitney Bowes is always looking for better ways to serve our clients and improve the performance of our national Presort Services network through both innovation and strategic expansion," said Debbie Pfeiffer, president of Pitney Bowes Presort Services. "The addition of a Presort Services operating center in the Salt Lake City Valley, which will connect seamlessly to our Las Vegas Mega Center, will make our Northwest mail exchange more resilient and more convenient for new and existing clients."

## West Virginia firm now part of PCF

PCF Insurance Services (PCF), an insurance brokerage firm in Lehi, has acquired Infuse Insurance, an independent, community-based agency offering home, auto, business and life insurance in Beckley, Belle, Princeton, Bluewell, Welch, Mullens, Chapmanville and Logan, West Virginia.

"We're thrilled to welcome Infuse Insurance, a young, high-growth agency that now anchors our footprint in West Virginia," said Peter C. Foy, chairman, founder and CEO of PCF Insurance Services. "At PCF, our goal is to support and provide resources to allow our partners to singularly

focus on growing their books of business. The team at Infuse Insurance is poised for explosive growth and will benefit greatly from PCF's supporting network and back-office support."

"Partnering with PCF Insurance will boost our ability to excel beyond our performance high-watermark," said Danny Gill, principal of Infuse Insurance. "PCF Insurance's network of stellar agency partners and their commitment to taking care of employees with compensation and benefits is unrivaled."

Terms of the deal were not disclosed.



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## TRUCKIN & LOGISTICS

### LOGISTICS COMPANIES

Ranked by Number of Full-Time Utah Employees



Company Name Address	Phone Web	Number of Utah Employees	2021 Revenue	Services Offered	Industries Served	Notable Clients	Year Est.	Top Local Executive
<b>1 England Logistics</b> 1325 S. 4700 W. SLC, UT 84104	801-656-4500 englandlogistics.com	386*	\$490M*	Non-asset based transportation solutions	Full truckload, less-than- truckload, supply chain management, temp- controlled less-than- truckload, intermodal, parcel	*	1997	Jason Beardall
<b>2 Godfrey Trucking</b> 6173 W. 2100 S. West Valley City, UT 84123	801-972-0660 godfreytrucking .com	150	*	Full logistics & transportation of goods	All industries needing logistics or shipping	R.C. Willey, Post	1965	Scott Godfrey
<b>3 Data2Logistics LLC</b> 7090 Union Park Ave. Midvale, UT 84047	801-287-8400 data2logistics.com	101	\$22M	Freight audit & payment, business intelligence, advisory services.	We provide our services for clients in all industries.	Cisco Systems, Navistar, General Dynamics, 3M, GameStop and hundreds more	1962	David Schembri CEO
<b>4 DST Distributors Inc.</b> 444 W. Spring Creek Place Springville, UT 84663	801-491-3781 dstdistributorsinc .com	46*	\$10M*	Trucking, warehouse & storage	Packaging, bottling, warehouse solutions	*	1986	D. Scott Tollestrup
<b>5 Arrow Moving &amp; Storage Co. of Utah</b> 3960 S. 300 W. SLC, UT 84107	801-263-5342 arrowmoving.net	43*	\$5.2M	Moving, relocation, warehousing, logistics, first/last mile	Residential, commercial, hospitality, logistics	U.S. Dept. of Justice, University of Utah, Hill AFB	2000	Lance Allen General Manager
<b>6 Sharp Logistics Inc.</b> 390 N. 900 E. Wellsville, UT 84339	435-245-6053 sharptrucking.com	8	\$38.2M	Logistics	Food, beverage, packaging, sporting goods	Industrial Container, Quality Container, Price Container, Little Dutch Boy, Aaron Packaging, Marco Polo	2000	Zan Sharp
<b>7 DMC Logistics LLC</b> 4921 Chappell Dr. NE Albuquerque, NM 87107	505-344-9898 ext. 3 salesinfo@ dmc-logistics.com	5	*	Same/next day, scheduled on-demand, conjunctive, dedicated, distribution, line hauls, 3PL partnering	National retail, wholesale pharmaceuticals, payroll, finance and medical lab specimen industries	*	1986	Mike Adams Site Operations Manager
<b>8 New Prime Inc.</b> 3720 W. 800 S. SLC, UT 84104	417-866-0001 primeinc.com	*	\$517.6M*	Transportation	Reefer, flatbed, tanker, intermodal	*	1970	Robert E. Low

\*Did not disclose. Please note that some firms chose not to respond, or failed to respond in time to our inquiries. If a number is followed by an asterisk, the data is from the previous year and current data is not available. All rights reserved. Copyright 2022 by Enterprise Newspaper Group. The Enterprise strives for accuracy in its list publications. If you see errors or omissions in this list, please contact us at lists@senterprise.com.



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## TRUCKIN & LOGISTICS

### TRUCKING COMPANIES

Ranked by Number Of Power Units 2021



	Company Name Address	Phone Web	No. Power Units 2021	Gross Utah Sales 2021	Number of Flatbeds	Number of Refrigerated Vans	Number of Tank Trailers	Number of Dry Vans	Full-Load Carrier?	Less-Than- Truckload Carrier?	2021 Miles	No. of Utah Employees	President/CEO
1	<b>C.R. England Inc.</b> 4701 W. 2100 S. SLC, UT 84120	800-453-8826 crengland.com	3,840	\$1.644B	230	3,900	1,543 Intermodal Containers	1,780	Y	Y	405M	1,500	Dan England, Chairman Chad England, CEO Josh England, President
2	<b>Pride Transport Inc.</b> 5499 W. 2455 S. SLC, UT 84120	801-972-8890 pridetransport.com	530	\$134M	0	700	0	100	Y	Y	52.9M	631	Jay England, President Ian Peterson, CEO
3	<b>Sharp Transportation Inc.</b> 390 N. 900 E. Wellsville, UT 84339	435-245-6053 sharptrucking.com	175	\$46.2M	0	125	0	350	Y	N	13.93M	165	Zan Sharp
4	<b>L.W. Miller Cos.</b> 1050 W. 200 N. Logan, UT 84321	435-753-8350 lwmillier.com	125	\$65M*	0	165	80	0	Y	N	16.13M	300	Rex L. Miller
5	<b>Godfrey Trucking Inc.</b> 6173 W. 2110 S. West Valley City, UT 84128	801-972-0660 godfreytrucking.com	120	*	10	0	0	400	Y	Y	12M	150	Scott Godfrey
6	<b>Sinclair Trucking Co.</b> 550 E. South Temple SLC, UT 84102	801-524-2700 sinclairoil.com	89*	\$4.43M*	0	0	124	0	Y	N	1.45M*	25*	Mark Petersen President
7	<b>Parke Cox Trucking Co. Inc.</b> P.O. Box 911717 St. George, UT 84791	435-628-0886 coxtrucking.com	80	\$19.4M	22	0	0	292	Y	Y	9.1M	115	Donald L. Cox David P. Cox
8	<b>Double D Distribution Inc.</b> 1550 S. Distribution Drive SLC, UT 84104	801-364-6565 doubleddistribution.com	38	\$8.26M	2	1	69	12	Y	N	2.78M	35*	Mark Droubay
9	<b>GEOdyne Transport</b> 1235 S. 3200 W. SLC, UT 84104	801-575-1110 geodyne.net	32	\$7M	0	12	87	0	Y	N	2M	27	Jaden Kemp President
10	<b>Bakston Freight Systems Inc.</b> 1522 E. Commerce Drive St. George, UT 84790	435-673-7971 bakston.com	19	\$3.9M	0	0	0	50	Y	Y	440K	29	Jed S. Johnston President
11	<b>New Prime Inc.</b> 3720 W. 800 S. SLC, UT 84104	417-866-0001 primeinc.com	*	\$162M*	1,273*	9,612*	486*	0*	Y*	N*	\$1.02B*	1,694*	Robert Low
12	<b>James H. Clark &amp; Son Inc.</b> 4100 S. 663 W. SLC, UT 84123	801-266-9322 jameshclark.com	*	*	*	*	*	*	*	*	*	*	Gregory D. McCandless



# Utah's *Voice in* TRUCKING

## The Mission:

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### Discounts on UTA Hosted Seminars:

- Drug/Alcohol Supervisor Training
- DOT Compliance
- Log Book Training
- HazMat
- Brake Certification
- Quickbooks
- 401k Advisory
- Health Insurance Advisory

### Discounts on Supplies/Forms:

- Log Books
- Vehicle Inspection Reports
- Federal Regulations Manuals
- Placards
- Medical Forms
- Emergency Response Guidebooks

### Industry Publications and Website:

- Weekly Newsletter- "Truckin' Hot News"
- Bi-monthly magazine- "Utah's Voice in Trucking"

### Advocating for the Utah trucking industry:

- Utah State Legislature
- Governor's Office
- Federal Congress and Senate bodies

### Discounts on Services:

- Discount on Workman's Compensation premiums
- Association Employer Sponsored 401k Plan
- J.J.Keller Regulatory and Compliance Products
- Discounts on UPS Shipping
- Discount on Xilac Phone Systems
- Discount on NetWize, Hardware and Software Support

### Events:

- Annual Management Conference & Expo
- Safety Awards Banquet
- Driver Awards Banquet
- Safety Management Council Meeting
- Trucking Driving Championship
- Monthly meetings in Southern, Northern and Basin Utah

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# Industry Briefs

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

## AGRICULTURE

• **Aqua-Yield**, a Sandy-based nanoliquid company focused on agricultural production, has appointed **Marco Guirado** as vice president of international sales and **Trent Whiting** as vice president of sales for the U.S. and Canada. Guirado most recently served as the international business director for the Stoller Group, where he oversaw growth for the company's international markets. Before that, he was a regional business and marketing manager with Valent BioSciences. Whiting most recently held several sales leadership positions with Redox Bio-Nutrients, where he oversaw international sales for the company in both their T&O and agriculture sectors.



Marco Guirado



Trent Whiting

## ARTS/ ENTERTAINMENT

• The **Governor's Office of Economic Opportunity** (Go Utah), at its October meeting in Cedar City, approved a rural film tax credit of up to \$375,000 for **King Street Productions Inc.** for its production of "1923," a drama series that is a sequel to "1883." The production is expected to spend \$1.5 million in Utah and employ two cast members, 30 crew and 200 extras. Principal photography took place in early October in Summit and Wasatch counties. "1932" tells a story amid drought and lawlessness during the Great Depression, and also the end of World War I. The director is Taylor Sheridan. The producer is David Glasser.

## CONSTRUCTION

• **HNTB Corp.**, an infrastructure solutions firm, has hired **Scott Lucas** for its Salt Lake City team as design-build project director and vice president. Lucas will focus on HNTB's portfolio of design-build projects in the West Region. Lucas has over 25 years of experience, specializing in interchange design and highway system improvements in urban environments. Prior to joining HNTB, Lucas held design-



Scott Lucas

build positions on high-profile infrastructure in Utah, including the I-15 Reconstruction Design-Build project, the Legacy Parkway project and the Mountain View Corridor. Lucas earned a Bachelor of Science degree in civil engineering from the University of Utah.

• **Big-D Construction, Weber State University** and the **Division of Facilities Construction and Management** have announced the completion of the **Noorda Engineering, Applied Science & Technology Building** at WSU. Big-D was awarded the project in 2019 and began construction in March 2020. Named after Utah philanthropists Ray and Tye Noorda, the 130,417-square-foot classroom building will serve as the new home for the College of Engineering, Applied Science & Technology. The building will provide classroom and laboratory space for Mechanical Engineering, Electrical & Computer Engineering, Computer Science, Professional Sales, and Product Design & Development. In partnership with the WSU functions, the new facility will also house classrooms and administrative spaces for the early-college NUAMES High School program (Northern Utah Academy for Math, Engineering & Science). Four centers will also be housed in the building: The Concept Center, the Center for Technology Outreach, the National Center for Automotive Science & Technology, and the Alan E. Hall Center for Sales Excellence.

## CONTESTS

• Applications are being accepted for the **Silicon Slopes Hall of Fame & Awards**, to be presented Feb. 4 at the Grand American Hotel in Salt Lake City. Categories include CEO, CMO, COO, CTO, chief people officer, CFO, CRO, chief product officer and intern of the year. Details are at <https://halloffame.siliconslopes.com/>.

## ECONOMIC INDICATORS

• **Salt Lake City** is ranked No. 7 among U.S. cities for **projected GDP growth rate in 2022**, according to a report from the **American Growth Project**, a new initiative from the Kenan Institute of Private Enterprise in North Carolina. The initiative is designed to provide up-to-the-minute economic data, analysis

and forecasting for towns, cities and rural communities across the country. It examined the nation's 50 largest metropolitan areas and ranks San Francisco No. 1, followed by Austin and Seattle. For Salt Lake City, the report noted that its scientific and technical services sector reported 60 percent growth over the past 10 years, with other sectors such as healthcare, retail trade, educational services and manufacturing also growing during the past decade. Details are at <https://kenaninstitute.unc.edu/wp-content/uploads/2022/10/american-growth-project-10122022r.pdf>.

• **Salt Lake City** is No. 30 and **West Valley City** is No. 92 on a list of **"Best Cities for Remote Workers,"** compiled by **LawnStarter**. It compared the 200 biggest U.S. cities based on 20 remote worker-friendliness factors, such as Internet quality, cost of living, and access to coworking spaces. It also considered financial bonuses that local and state governments offer prospective telecommuting incomers. The top-ranked city is Plano, Texas. The No. 200 city is Santa Ana, California. Details are at <https://www.lawnstarter.com/blog/studies/best-worst-us-cities-for-remote-workers/>.

• The **average Utah job-seeker** admits that their resume is only 60 percent accurate, according to a survey by **iprospectcheck.com**, an employment background check and screening company. That means that the other 40 percent of information is embellished, made up or inaccurate in terms of their skills or qualifications. The figure for the U.S. is 72 percent. The lowest figure is in Hawaii, at 35 percent. Five states have the highest rate, 90 percent. Details are at <https://iprospectcheck.com/rigorous-resumes/>.

• Thirty-six percent of **Utahns** working from home are returning to their usual, pre-pandemic place of work, driven almost entirely by personal finance reasons, according to a survey by **CouponBirds**. The highest percentage is in Oklahoma, at 67 percent. The lowest is in Washington, at 15 percent. Details are at <https://www.couponbirds.com/research-center/data/people-return-to-the-office-because-of-expensive-office-costs>.

• **Weber County** leads Utah counties where **home values have risen the most over a five-year period**, a list compiled by **SmartAsset**. The home value rankings are one factor in a three-part study on the places receiving the most value for their property taxes. Weber is followed, in

order, by Sanpete, Cache, Utah, Washington, Juab, Davis, Tooele, Salt Lake and Morgan counties. Details are at <https://smartasset.com/taxes/utah-property-tax-calculator#utah/homeValue-Growth-1>.

• **Vivint Arena**, Salt Lake City, is tied for fourth with the Amway Center in Orlando on a list of **"best away day experiences for supporters of visiting teams,"** compiled by **OLBG**. It ranked factors including average ticket prices, the cost of beer, stadium capacity, Google reviews and parking costs. The top-ranked venue is Paycom Center in Oklahoma City. Details are at <https://www.olbg.com/us/blogs/away-days>.

## GOVERNMENT

• The **Salt Lake City Department of Airports** is accepting submissions for concession proposals for the nine-gate expansion of Concourse B-East at Salt Lake City International Airport. The deadline is 2 p.m. Jan. 20. The authority is looking for a variety of local, regional and national brands for the 13 retail and restaurant spaces that will open in the coming years. The first five gates of Phase 3 are scheduled to open in fall of 2024, followed by four additional gates in the fall of 2025. The New SLC-Phase 3 encompasses 19,261 square feet of restaurant and retail space. A total of six food and beverage

locations are planned and seven specialty retail and news and gift locations are planned for Phase 3. The request for proposal information and link to register on the Utah Public Procurement Place are available on Salt Lake City Municipal's purchasing webpage, [www.slcgov.com/purchasing](http://www.slcgov.com/purchasing).

• **Eligible Utah homeowners** can now apply for **mortgage assistance** online at [homeownersassistance.utah.gov](http://homeownersassistance.utah.gov). The state has \$66 million in federal pandemic relief funds available to help homeowners who are unable to pay their mortgage due to financial hardships associated with the COVID pandemic. The first application period runs through Nov. 7. The program will first be available for applicants whose incomes are equal to or less than 100 percent of the county area median income in which the household resides, or 100 percent of AMI for the U.S., whichever is greater, and applicants facing immediate foreclosure. Eligible Utah homeowners also need to have experienced a documented financial hardship associated with COVID after Jan. 21, 2020, and own the Utah property for which they are applying for assistance. Approved applicants will be required to participate in either homeowner counseling or a homeowner education

see BRIEFS next page



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# Industry Briefs

from previous page

program. The **Utah Department of Workforce Services** has partnered with **Community Development Corporation of Utah** to administer program funding.

## HEALTHCARE

• **Intermountain Health-care**, Salt Lake City, has named **Mandy Richards** as the chief nursing executive. Richards has



Mandy Richards

built a career in executive nursing, coming to Intermountain HealthCare in Connecticut, where she has served as the executive vice president and chief nursing officer over the past two years. Before her time in Connecticut, she spent 15 years with Allina Health in Minnesota, where she served in leadership roles, including CNO and vice president of patient care and vice president of clinical operations for multiple hospitals within the system, and ultimately as the chief nursing officer for the health system.

at 141 stores to donate \$1.50 for a breakfast meal for local elementary school children, and Smith's matched those donations. September was National Hunger Action Month. As part of Make A Difference Day on Oct. 14, Smith's associates used the funds to assemble 17,000 breakfast bags and delivered them to local elementary school children in need in their local community.

• The **Security Service Charitable Foundation**, the charitable arm of Security Service Federal Credit Union, has donated \$2,100 to **Catholic Community Services** in Salt Lake City. The donation will be used to purchase chef uniforms and baking supplies for students who were formerly homeless and are now working in The Kitchen Academy program. The Kitchen Academy provides culinary services for St. Vincent de Paul Dining Hall. The 12-week program allows participants to learn culinary skills. After graduation, the individuals will work at a local restaurant while receiving case management for an additional year. During that year, Catholic Community Services makes sure they stay employed and have housing.

## REAL ESTATE

• **Gateway Office Tower**, 563 W. 500 S., Salt Lake City, has been sold by **White Buffalo** to **Vectra Management Group** for an undisclosed amount. The 52,065-square-foot, four-story building was built in 1985 and renovated in 2017-22. The sale announcement was made by **CBRE**. **Eli Mills** represented White Buffalo, and **Doug Birrell** of CBRE Capital Markets' Debt and Structured Finance arranged the financing on behalf of Vectra.

• A **25-acre industrial site** in Salt Lake City's Northwest Quadrant has been sold by **Gannett Enterprises** to a partnership between **ViaWest Group** and **Clarion Partners**. Financial terms were not disclosed. **Colliers'** **Rusty Bollow** and **Bobby Stevens** represented Gannett Enterprises. **Phillip Eilers** of **Cushman & Wakefield** represented the buying partnership. With the acquisition, ViaWest will develop and introduce over 340,000 square feet of Class A industrial space to the market, comprising two buildings of 100,000 and 240,000 square feet. The future planned development will offer building features including 107 shared trailer spaces, 67 dock doors, and nearly 380 parking spaces. **Colliers** will serve as the exclusive leasing brokerage for the

new facilities.

• **Richmond American Homes of Utah Inc.**, a subsidiary of M.D.C. Holdings Inc., has opened a two-story Daniela model home at **Sage Park**, 5333 N. Foxtail Way, Eagle Mountain. Sage Park offers five ranch and two-story floor plans.



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## RECOGNITIONS

• **Squire**, Salt Lake City, has been named to a list of **"Best of Best Accounting Firms for 2022"** by **Inside Public Accounting**. The annual list recognizes CPA firms across the country on their performance in specific key areas of management, growth and strategic vision. **Tanner** was among more than 600 accounting practices that participated in the IPA's survey and an analysis of top firms in the United States and Canada. This is the second consecutive year that Squire has been named to the list. The company was selected from a candidate pool of nearly 600 firms from around the United States.

• **Tower Arch Capital**, Salt Lake City, has been named to **Inc.'s** 2022 list of **Founder-Friendly Investors**, honoring private equity and venture capital firms with the best track records of success in partnering with entrepreneurs. Tower Arch Capital is one of only 15 firms that have been recognized all four years since the list's inception. Tower Arch is a lower-middle market private equity firm, with over \$780 million in equity under management. Target investments include control positions in entrepreneur and family-owned businesses with revenue between \$20 million and \$150 million or EBITDA between \$5 million and \$25 million.

## RESTAURANTS

• **Via 313** has opened at 13222 S. Tree Sparrow Drive, Suite R180, Riverton, in the Mountain View Village shopping center. It serves Detroit-style pizza. The Riverton location is the company's fourth in Utah and 11th systemwide.

## TECHNOLOGY

• **Sarcos Technology and Robotics Corp.**, a Salt Lake City-based developer of robotic systems that enhance productivity, improve safety and bring robots to unstructured and diverse environments, has appointed **Drew Hamer** as chief financial



Drew Hamer

officer. Hamer has over 25 years of financial leadership experience at public and pre-public technology companies. Hamer joins Sarcos from Velodyne Lidar, where he helped with fund-raising from strategic investors and guided the company through a public offering. Hamer also is a board member of Lightjump Acquisition Corp.

• **Domo**, an American Fork-based company offering a data app platform, has hired **Monica**

**Pool Knox** as chief people officer. Pool Knox has been involved in HR leadership for companies including Microsoft, Twitter, Sony, PepsiCo, The Walt Disney



Monica Poole Knox

Co. and Verizon Wireless in Puerto Rico. Prior to Domo, she led global talent management for Microsoft. More recently, she led global HR as senior vice president and chief people officer for LivePerson. Pool Knox also has served as a consultant for pre-IPO tech companies in the US, Ireland and the U.K. She serves as a board director for Swedish Health Systems, a board director for DreamSmart Academy, and a senior talent advisor for Talentsky.

• **RainFocus**, a Lehi-based company offering an enterprise event marketing platform, has announced that registration for the **RainFocus Insight 2023** event has opened. It will bring together experts from events, marketing and technology Jan. 30-Feb. 1 in Salt Lake City. It also includes a series of virtual events in December. Early-bird pricing ends Dec. 9. Details are at [www.rainfocus.com](http://www.rainfocus.com).

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## INVESTMENTS

• **RootRez**, a Salt Lake City lodging booking SaaS company, has secured \$1.8 million in seed-series funding. The round was led by **GW Capital** and **Peak Capital Partners**. The company said the funding will increase its engineering, sales and client support teams and launch into new markets. The company currently has 17 employees.

## PHILANTHROPY

• **Smith's Food & Drug Stores**, during a one-day event in September, asked customers



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# Cybersecurity Month: Four tips to keep your business safe and secure

October is Cybersecurity month and iMPact Utah has offered these suggestions for helping Utah manufacturers — and other small businesses — know which plans, practices and services are worth the investment to bolster your defenses.

Below are four steps businesses of all shapes and sizes can take to better protect themselves against cyberattacks:

## Identify “Crown Jewels” of Your Business

Understanding what information cybercriminals are after most is essential to combating cyberattacks. Therefore, creating an inventory list of the valuable data and assets within your organization, including manufacturer, model, hardware and software information, is of the utmost importance. In addition, take note of who has access to important data and information while also accounting for all storage locations. This practice will ensure that business leaders have a record of accessibility so that they know where to look in case of a vulnerability or breach.

## Protect Assets by Updating and Authenticating

Make sure your security software is current. Investing in the most up-to-date software, web browsers and operating systems is one of the best defenses against a host of viruses, malware and other online threats. Furthermore, make sure automatic updates are turned on so employees aren't tasked with manually updating devices. Additionally, make sure all data is backed up either in the cloud or via separate hard drive storage.

Another important way to keep your assets safe is by ensuring staff are using strong authentication to protect access to accounts and ensure only those with permission can access them. This includes strong, secure and differentiated passwords.

According to a 2021 *PC Magazine* study, 70 percent of people admit they use the same password for more than one account. Using weak and similar passwords makes a hacker's life a lot easier and can give them access to more materials than they could dream of. Finally, make sure employees are using multi-factor authentication. While this may result in a few extra sign-ins, MFA is essential to safeguarding data and can be the difference between a successful and unsuccessful breach.

## Monitor and Detect Suspicious Activity

Companies must always be on the lookout for possible breaches, vulnerabilities and

attacks, especially in a world where many often go undetected. This can be done by investing in cybersecurity products or services that help monitor your networks such as antivirus and antimalware software. Moreover, make sure your employees and personnel are following all established cybersecurity protocols before, during and after a breach. Individuals who ignore or dis-

regard important cybersecurity practices can compromise not only themselves, but the entire organization. Paying close attention to whether your company is fully embracing all of your cybersecurity procedures and technology is incumbent upon business leaders.

## Have a Response Plan Ready

No matter how many safeguards you have in place, the

unfortunate reality is that cyber incidents still occur. However, responding in a comprehensive manner will reduce risks to your business and send a positive signal to your customers and employees. Therefore, businesses should have a cyber incident response plan ready to go prior to a breach. In it, companies should embrace savvy practices such as disconnecting any affected com-

puters from the network, notifying their IT staff or the proper third-party vendors, and utilizing any spares and backup devices while continuing to capture operational data.

Impact Utah is a full-service training and consultation organization offering lean manufacturing workshops, leadership training and team-building events.



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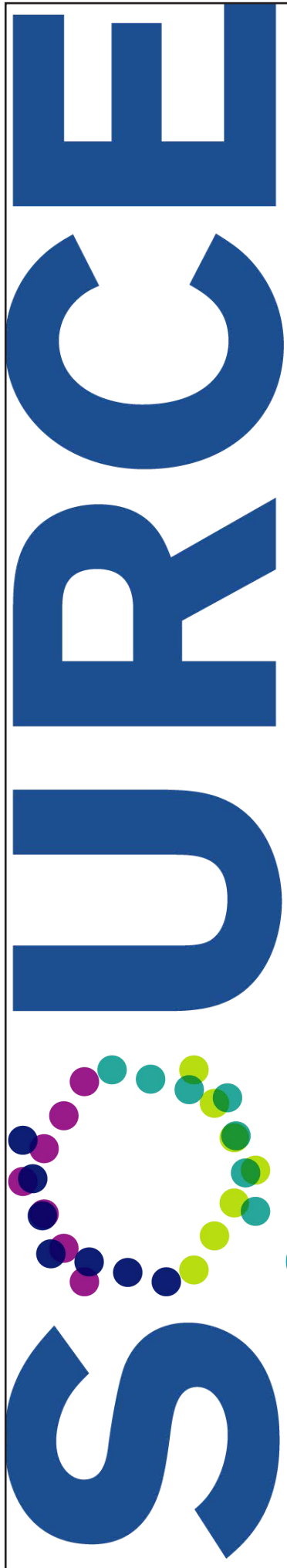










# Calendar

Calendar listings are provided as a free service to our readers. Information about upcoming events may be sent to [brice@slenterprise.com](mailto:brice@slenterprise.com). The submission deadline is one week before publication.

## **Oct. 24, 8-9 a.m.**

**Town Hall**, a Silicon Slopes event. Speaker is Gov. Spencer Cox. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Details are at [siliconslopes.com](http://siliconslopes.com).

## **Oct. 24, 4:30-7 p.m.**

**Cache Valley Fall Foliage Hike**, part of the Summit Meetup Series offered by the Utah Office of Outdoor Recreation. Offered at two locations, depending on which hike is selected. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## **Oct. 25, 9 a.m.-noon**

**"Cash Flow is King,"** a Small Business Development Center workshop series also taking place Nov. 1. Oct. 25 topic is "Cash Flow Management: Tricks of the Trade to Increase Cash and Decrease Stress." Nov. 1 topic is "Cash Flow Projections: Where are You Going and How Will You Get There?" Location is Salt Lake Community College's Miller Campus, 9750 S. 300 W., Building 5, first floor, Room 333, Sandy. Cost is \$29 per session, \$67 for all three. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## **Oct. 25, 10-11:30 a.m.**

**Virtual Member Showcase**, a Park City Chamber/Bureau event featuring chamber members discussing their businesses and the services they provide. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

## **Oct. 25, 10-11:30 a.m.**

**"Resources for Women Entrepreneurs,"** part of the Utah Business Bridge virtual networking series sponsored by the Governor's Office of Economic Opportunity and the Utah Small Business Administration. Free. Details are at <https://business.utah.gov/usbcu/utah-business-bridge/>.

## **Oct. 25, 11:30 a.m.-1 p.m.**

**Women in Business Luncheon**, a South Valley Chamber of Commerce event. Speaker Kim Fisk, speaker, author and thought leader, will discuss "Uncovering Your True Self." Location is Larry H. Miller Co., 9350 S. 150 E., Suite 900, Sandy. Cost is \$15 for members,

\$20 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## **Oct. 25, 11:30 a.m.-1 p.m.**

**Women in Business**, an Ogden-Weber Chamber of Commerce event. Speaker Yasmen Simonian, dean of Weber State University's Health Professions, will discuss "Learning Constantly." Location is Jeremiah's Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$20 for members and first-time guests, \$30 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## **Oct. 25, 4-5:30 p.m.**

**"Business Before 5,"** a West Jordan Chamber of Commerce event. Location is Chili's at Jordan Landing. Free (pay for food and drinks). Details are at [westjordanchamber.com](http://westjordanchamber.com).

## **Oct. 25, 6-9 p.m.**

**"Race, Diversity and the Limitations in Utah,"** a Utah Tech Leads "Complex Conversations" event. Using Brigham Young University as a microcosm for Utah, speakers will discuss the limitations on Utah to embracing greater diversity in our professions and our communities. Speakers are Rachel Weaver of Black Menaces and Jacob Rugh, an associate professor of sociology at BYU. Location is The Shop Salt Lake City, 350 E. 400 S., Salt Lake City. Free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## **Oct. 26, 8:30-10 a.m.**

**Small Business Development Series**, a ChamberWest six-session program. Oct. 26 session is "Get Creative in Attracting and Retaining Employees." Nov. 30 session is "Funding for Business" Panel. Location is Kearns Library, 4275 W. 5345 S., Kearns. Cost is \$25 for members per session and \$35 for nonmembers per session. Details are at [chamberwest.com](http://chamberwest.com).

## **Oct. 26, 10 a.m.-2 p.m.**

**Northern Utah Manufacturing Excellence (NUME) Conference**. Opening speaker is U.S. Rep. Blake Moore. Keynote speaker Michael Jeanfreau, a senior economist for the Department of Workforce Services, will discuss "The Data Behind the Headlines: Recession, Outlook, Resources." Location is Cache County Event Center, 490 S. 500 W., Logan. Cost is \$65, \$35 for each additional person in a group. Details are at [cachechamber.com](http://cachechamber.com).

## **Oct. 26, 11:30 a.m.**

**Utah County Women in Business**, presented by the

American Fork and Point of the Mountain chambers of commerce. Speaker is First Lady Abby Cox. Location is Fox Hollow Golf Club, 1400 N. 200 E., American Fork. Cost is \$15 for chamber members, \$25 for nonmembers. Details are at [thepointchamber.com](http://thepointchamber.com).

## **Oct. 26, noon-1 p.m.**

**"10 Tips to Prevent Sticky HR Situations,"** a Women's Business Center of Utah event. Presenter is Jill Shroyer of Expedition HR. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

## **Oct. 26, 6-7 p.m.**

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

## **Oct. 26, 6-7:30 p.m.**

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

## **Oct. 27, 8 a.m.-3 p.m.**

**Utah Valley Growth & Prosperity Summit II**, offered by the Utah Valley Chamber of Commerce, the Utah Leadership Council and Utah Valley University and focusing on ensuring the future economic success of Utah County. Location is Utah Valley University, Sorensen Student Center, 800 W. University Parkway, Orem. Cost is \$50 (\$40 for early-bird admission), \$25 for virtual admission. Details are at [thechamber.org](http://thechamber.org).

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

**"2022 Witches, Werewolves and Women in Business" Luncheon**, a Davis Chamber of Commerce Women in Business event. Location is Lagoon, Canyon Terrace, 375 N. Lagoon Drive, Farmington. Cost is \$25 for members, \$35 for guests. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## **Oct. 27, noon-1 p.m.**

**Women in Business**, a Box Elder Chamber of Commerce event. Cost is \$10. Location and other details to be announced at [boxelderchamber.com](http://boxelderchamber.com).

## **Oct. 27, 1-2 p.m.**

**"Thursday Thirst" Networking Event**, presented by The Mill Entrepreneurship Center at Salt Lake Community College. Location is SLCC, 9690 S. 300 W., Building 5, Room 333, Sandy.

Details are at <https://www.meetup.com/meetup-group-amilnowy/events/289026778/?isFirstPublished=true>.

## **Oct. 27, 5-6 p.m.**

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

## **Oct. 28, 7:30 a.m.-3:30 p.m.**

**Utah's Business Diversity Summit 2022**, part of the One Utah Summit Series and focusing on efforts to create more diverse and inclusive workplaces. Event features keynote speakers, breakout sessions, networking opportunities and resources. Presentations are targeted toward businesses with well-developed diversity and inclusion programs, as well as those businesses without current efforts but who want to engage. Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$120. Details are at [slchamber.com](http://slchamber.com).

## **Oct. 28, noon**

**"Conversations,"** a Silicon Slopes event. Speaker is Utah First Lady Abby Cox. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Details are at [siliconslopes.com](http://siliconslopes.com).

## **Oct. 28, 5-8 p.m.**

**"Business After Hours,"** a Murray Area Chamber of Commerce event. Details to be announced at [murrayareachamber.com](http://murrayareachamber.com).

## **Oct. 31, noon-1:30 p.m.**

**Chamber Connection Series Luncheon**, a Utah Valley Chamber of Commerce event. Speaker is Brandon Fugal. Location is Experience Event Center, 1440 N. Moon River Drive, Provo. Cost is \$20 for members, \$30 for nonmembers. Details are at [thechamber.org](http://thechamber.org).

## **Nov. 1, 8 a.m.-4 p.m.**

**Annual Cache Business Women's Conference**, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwood Parkway, Logan. Virtual option at a discounted rate is available. Details are at [cachechamber.com](http://cachechamber.com).

## **Nov. 1, 11:30 a.m.-1 p.m.**

**2022 Tourism Fall Forum**, a Park City Chamber/Bureau event featuring an update on what the 2022-23 ski season has in store for Park City. Location is Stein

Eriksen Lodge Deer Valley, 7700 Stein Way, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

## **Nov. 2, 9 a.m.-2 p.m.**

**"UNITE" Conference**, a U.S. Small Business Administration event focused on veteran-owned businesses. Activities include a veterans business panel, breakout sessions, information sessions on resources, and lunch. Keynote speaker is Aliahu Bey, 2022 Utah Veteran-Owned Business of the Year and 2022 National Small Business Prime Contractor of the Year. Location is Atwood Innovation Plaza at Utah Tech University, 453 S. 600 E., St. George. Free. Details are at [https://bit.ly/unite\\_conference](https://bit.ly/unite_conference).

## **Nov. 2, 11 a.m. and 4 p.m.**

**Business Boot Camp**, a South Valley Chamber of Commerce event. Location is Draper City Hall. Also offered 4-6 p.m. the same day at South Jordan City Hall. Cost is \$15 for chamber members, \$40 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## **Nov. 2, 11:30 a.m.-1 p.m.**

**Park City Business University**, a Park City Chamber/Bureau event, in partnership with The Referral Community. Location is Blair Education Center, Intermountain Park City Hospital, 900 Round Valley Drive, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

## **Nov. 2, 11:30 a.m.-1 p.m.**

**Business Alliance Networking Luncheon**. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## **Nov. 2, 11:30 a.m.-1 p.m.**

**Annual Bowling and Networking Lunch**, a North Utah County Chamber Alliance event. Location is Jack & Jill Bowling Lanes, 105 S. 700 E., American Fork. Details are at [thepointchamber.com](http://thepointchamber.com).

## **Nov. 2, noon-2 p.m.**

**"Workforce Readiness: Employee Growth,"** a Cache Valley Chamber of Commerce "Lunch & Learn" event that is part of a five-session series on workforce readiness. Location is Bridgerland Technical College,

## CALENDAR

from page 19

Room 808, 1301 N. 600 W., Logan. Cost for the series is \$90. Details are at [cachechamber.com](http://cachechamber.com).

### Nov. 3, 10 and 17, 4 p.m.

**"Boots to Business/Reboot,"** presented by the U.S. Small Business Administration's Utah District Office, Utah Veterans Business Resource Center, Big Sky Veterans Business Outreach Center and their network of business advisors. Event takes place in three parts online. Details are at [bit.ly/utahb2breboot](http://bit.ly/utahb2breboot).

### Nov. 3, noon

**Webconference,** an IT Leaders Association event that is available live and both recorded and summarized for later viewing. Speaker is Chad Heath, IT operations manager, Coca-Cola. Details are at <http://www.cio-summit.org/>.

### Nov. 3, noon-2 p.m.

**"Strictly Networking Luncheon,"** a West Jordan Chamber of Commerce event. Free (pay for food ordered). Location and other details to be announced at [westjordanchamber.com](http://westjordanchamber.com).

### Nov. 3, 5-8 p.m.

**"Entrepreneur 101,"** a Small Business Development Center (SBDC) event. Location is Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

### Nov. 3, 6-9 p.m.

**Titan Awards Gala,** a South Valley Chamber event. Reception begins at 6 p.m., followed by dinner, entertainment and program at 7 p.m. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Details are at [southvalleychamber.com](http://southvalleychamber.com).

### Nov. 4, 7:30 a.m.-noon

**2022 Fall Nubiz Symposium.** Theme is "Overcoming the Great Resignation: How to Find and Keep Employees." Speakers

include Jessica Dixon, chief human resources officer, Logistics Specialties Inc. Location is 3910 W. Campus Drive, Ogden. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### Nov. 4 and 9, 8 a.m.-12:30 p.m.

**Government Affairs Boot Camp 2022,** a Salt Lake Chamber event designed for new and experienced government affairs professionals, company executives and public policy advocates to learn how to improve their effectiveness and understanding of advocating in the state of Utah. Location is State Capitol Board Room, 350 State St., Salt Lake City. Cost is \$750 for members, \$1,000 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

### Nov. 4, 8-9:30 a.m.

**"First Fridays Networking,"** a West Jordan Chamber of Commerce event. Location is Miller Free Enterprise Center, Salt Lake Community College, 9750 S. 300 W., Room 203, Sandy. Cost is \$5. Details are at [westjordanchamber.com](http://westjordanchamber.com).

### Nov. 4, 5-7 p.m.

**"First Friday,"** a Utah Black Chamber networking event. Location is 2200 S. Main St., Suite 200, Salt Lake City. Cost is \$10 for members, \$20 for nonmembers. Details are at [utah-blackchamber.com](http://utah-blackchamber.com).

### Nov. 6, 6:30-8 p.m.

**WordPress Workshop,** a

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

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

**"Leading People, Projects**

see **CALENDAR** next page

## MORGAN STANLEY

from page 1

10 years with the investment of \$1 million, at least, in our facilities to accommodate that growth," Douglas Wenger, executive director of Morgan Stanley, told the board. "So we see this project as a great opportunity to not only meet our business needs but create rewarding careers for our employees, present and future, while giving back to the community where we work."

"It looks like we have tremendous support for what you're doing in the community already," acting board chair Jesse Turley told Wenger. "We're grateful for your expansion within Utah and look forward to a long relationship with Morgan Stanley. Thank you for what you're doing for our communities."

Founded in 1935, New York City-based Morgan Stanley is involved in business securities, investment management and wealth management services. The company has seven locations along the Wasatch Front that offer corporate and institutional solutions, retail brokerage services, technology solutions, strategic services for financial advisors, banking services, wealth management operations leadership and personal financial advice. Its Global Center features two locations in Sandy and South Jordan with more than 1,400 employees.

"Utah has been a key strategic location for Morgan Stanley since 1997, underscored by the recent E\*Trade and Solium acquisitions, two growing businesses with extensive history operating in the state," Andrea Verkic Pranic, head of Morgan Stanley Salt Lake, said in a prepared statement. "We are excited to build on our partnerships in Utah while creating rewarding careers for our current and future employees and giving back to the communities where we work and live."

The new jobs are expected to pay an average of \$83,703, with total wages being \$575 million over 10 years. New state tax revenue is estimated at \$21.8 million during that time.

Go Utah documents indicate Utah competed for the project with Georgia; Maryland; and Quebec, Canada.

In Go Utah documents, the

company said the E\*Trade acquisition has created opportunities, principally within its wealth management business, "to build on the strengths of the combined team and scale up accordingly." The company hopes to invest significantly in its digital and virtual advisory platforms as well as products and services designed for institutional clients in supporting their own employees' full realization of their benefits through equity, financial wellness, retirement solutions and financial empowerment, it said.

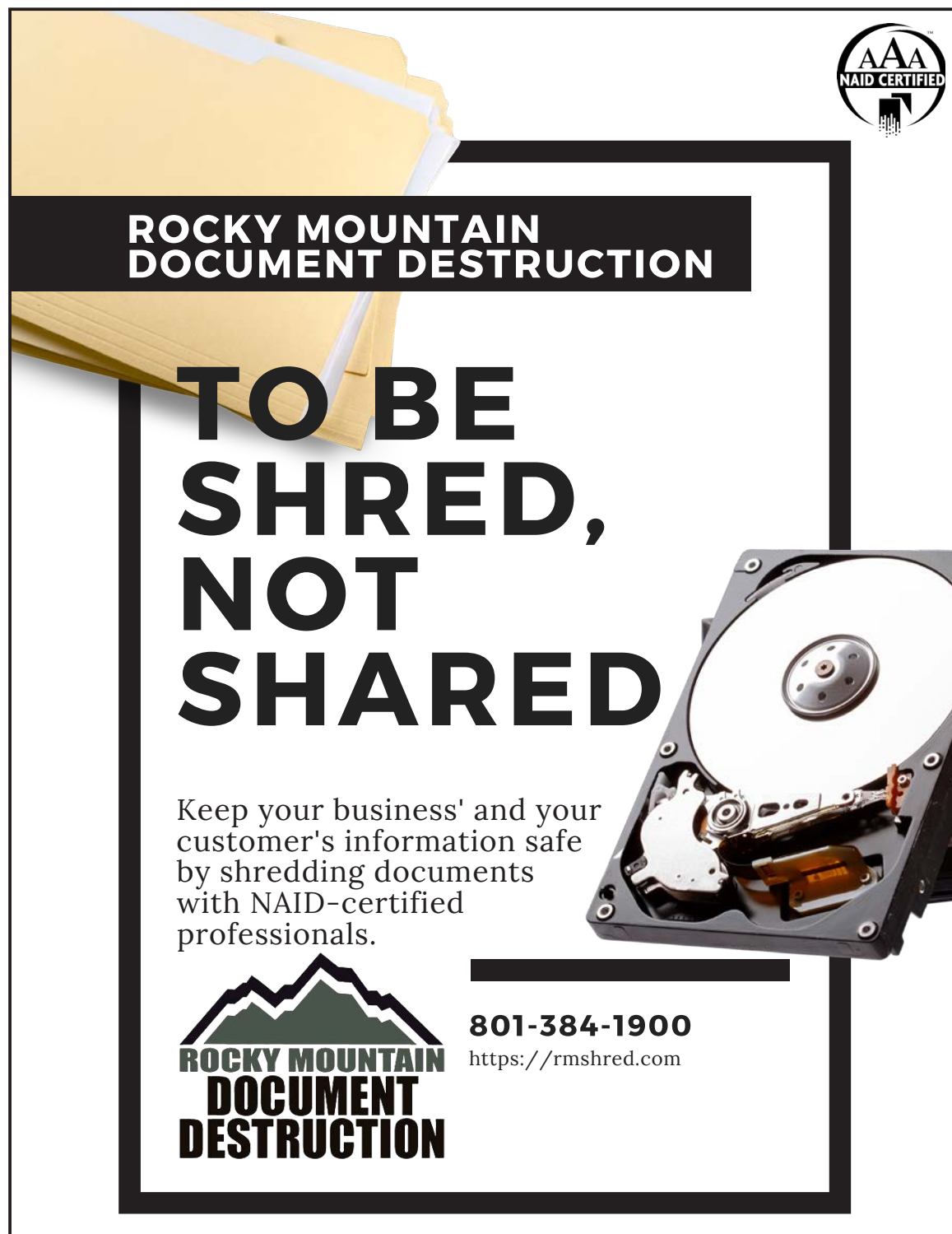
"Morgan Stanley is a global pillar in the financial services industry," Dan Hemmert, Go Utah's executive director, said in a prepared statement. "Currently, the company employs over 1,600 people in the Salt Lake Valley. We're thrilled they'll be adding more employees over the next several years. Since the company first arrived in Utah, we've been impressed with its commitment to employees, especially in its fellowship and education programs."

"Morgan Stanley has long been an anchor of Utah's robust financial services industry," said Theresa A. Foxley, president and CEO of the Economic Development Corporation of Utah. "This expansion demonstrates their deep commitment to our community and their Utah employees."

Morgan Stanley acquired Solium Capital, a provider of software-as-a-service for equity administration, financial reporting and compliance, in 2019 for a reported \$900 million, with plans to rebrand it as Shareworks by Morgan Stanley. The company acquired E\*Trade in 2020 in an all-stock transaction valued at a reported \$13 billion.

Morgan Stanley reported net income of \$2.6 billion, or \$1.47 per share, for the third quarter ended Sept. 30. That compares with \$3.7 billion, or \$1.98 per share, for the same quarter a year earlier. Net revenues in the most recent quarter totaled \$13 billion, down from \$14.8 billion in the year-earlier quarter.

Go Utah does not provide upfront cash incentives. Each year that an incentivized company meets the obligations in its contract with the state, it will qualify to receive a portion of the new, additional state taxes the company paid to the state.



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**CALENDAR***from previous page*

**and Processes,”** a workshop that is part of Salt Lake Community College's Frontline Leader Series. Participants will learn about the basic key principles to managing projects or teams, understanding project management methodologies, and processes for effective team leadership. Location is SLCC's Miller Campus. Also offered Nov. 16, 8 a.m.-4 p.m., at the SLCC's Westpointe Campus. Details are at <https://www.slcc.edu/corporate/training-calendar.aspx>.

**Nov. 8, 9-10 a.m.**

**“Ask Ashly,”** a Women's Business Center of Utah event featuring tips to improve a website, SEO or social media. Presenter is Ashly Kulland, WBCUtah's digital media specialist. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

**Nov. 9, 7:15 a.m.-2:30 p.m.**

**2022 Fall Conference,** a ChamberWest event. Theme is “Strength of the West.” Keynote speakers are Robert Spendlove, economic and public policy officer, Zions Bank; and Scott Jeffrey Miller, author and senior advisor on thought leadership, Franklin Covey. Event also features two breakout sessions with four topics and other activities. Location is Utah Cultural Celebration Center, 1355 W. 3100 S., West Valley City. Cost is \$99 for members registered by Nov. 1, \$125 for members thereafter; \$125 for nonmembers. Details are at [chamberwest.com](http://chamberwest.com).

**Nov. 9, 7:30 a.m.-5:30 p.m.**

**Annual Trends Conference,** a ULI (Urban Land Institute) Utah event with the theme “Our Cities, Our Future.” Event will provide a look at current state and national real estate trends, with a focus on what to expect in the future. Featured speaker is John Burns, CEO of John Burns Real Estate Consulting. Location is Hyatt Regency Convention Hotel, 170 S. West Temple, Salt Lake City. Costs range from \$225 to \$350. Details are at <https://utah.uli.org/events-2/>.

**Nov. 9, 9-10 a.m.**

**“Questions about COVID EIDL Repayment,”** a U.S. Small Business Administration event focused on repayment of Economic Injury Disaster Loans (EIDL). Event takes place online. Details are at [https://bit.ly/EIDL\\_repayment](https://bit.ly/EIDL_repayment).

**Nov. 9, 10-11 a.m.**

**“How to Submit an Award-Winning Nomination for**

**NSBW,”** a U.S. Small Business Administration event focusing on the National Small Business Award Nomination Portal, award categories, the submission process, and tips to help create the best nomination package. Nominations are due by Dec. 8. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

**Nov. 9, 11:30 a.m.-1 p.m.**

**“Let's Do Lunch,”** a South Valley Chamber of Commerce event. Speaker and life coach Chad Hymas will discuss “Unwavering Faith.” Location is Jordan Academy for Technology and Careers, South Auditorium, 12723 Park Ave., Riverton. Cost is \$15 for chamber members, \$20 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

**Nov. 9, 11:55 a.m.-1 p.m.**

**Women in Business,** a Cache Valley Chamber of Commerce event. Location varies each month. Cost is \$16 for members, \$18 for nonmembers, \$20 at the door. Details are at [cachechamber.com](http://cachechamber.com).

**Nov. 9, noon-1 p.m.**

**“Hacks to Help Women Maximize Income and Minimize Expenses,”** a Utah Women & Leadership Project event. Speaker is Vincenza Vicari-Bentley, financial counselor and program coordinator for the Empowering Financial Wellness Program, Utah State University Extension. Event takes place online. Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

**Nov. 9, noon-1 p.m.**

**“Hot Topics in Equity Compensation and Tax Issues for Emerging Companies,”** a Mayer Brown event featuring a discussion on the most frequently asked questions and hot topics related to equity compensation and tax matters affecting emerging companies and their investors, including advantages and disadvantages of different types of equity awards for private companies, the benefits of “Qualified Small Business Stock” and how to qualify, common deferred compensation pitfalls to avoid, Series FF stock (a hybrid between common stock and preferred stock) and an explanation of an “Up-C structure” and its benefits. Speakers are Ryan J. Liebl, partner, Chicago; and Rimmelt Reigersman, partner, Palo Alto and San Francisco. Location is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. Registration can be completed at <https://connect.mayerbrown.com/447/11620/landing-pages/blank-rsvp-business.asp?sid=blankform>.

**Nov. 10, 8 a.m.**

**BioHive Summit,** focusing on life science and healthcare innovation. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Details to be announced.

**Nov. 10, 11:30 a.m.-1 p.m.**

**“Lunch \$ Learn” Workshop,** a Murray Area Chamber of Commerce event. Location is MACC Office, 5411 S. Vine St., No. 3A, Murray. Cost is \$15 for members, \$25 for nonmembers. Details are at [murrayareachamber.com](http://murrayareachamber.com).

**Nov. 10, 5-6:30 p.m.**

**“Business After Hours” Networking Event,** a Box Elder Chamber of Commerce event. Location to be announced. Cost is \$6. Details are at [boxelderchamber.com](http://boxelderchamber.com).

**Nov. 10, 5-8 p.m.**

**UTL Friendgiving Inaugural Anniversary Celebration,** a

Utah Tech Leads event. Location is The Shop Salt Lake City, 350 E. 400 S., Salt Lake City. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

**Nov. 10, 6-8 p.m.**

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

**Nov. 12, 6-9 p.m.**

**2022 UMA Annual Awards Banquet,** a Utah Manufacturers Association event. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Cost is \$350 for couples, \$1,500 for a table of 10. Details are at <https://manufacturingutah.com/events/>.

**Nov. 14, 8 a.m.-3:30 p.m.**

**Women & Business Conference and Athena Awards Luncheon 2022,** a Salt Lake Chamber event featuring the presentation of the Athena

International Award and Pathfinder Awards. Location is Grand America, 555 S. Main St., Salt Lake City. Conference cost is \$125 for members, \$150 for nonmembers. Cost for lunch only is \$85 for members, \$100 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

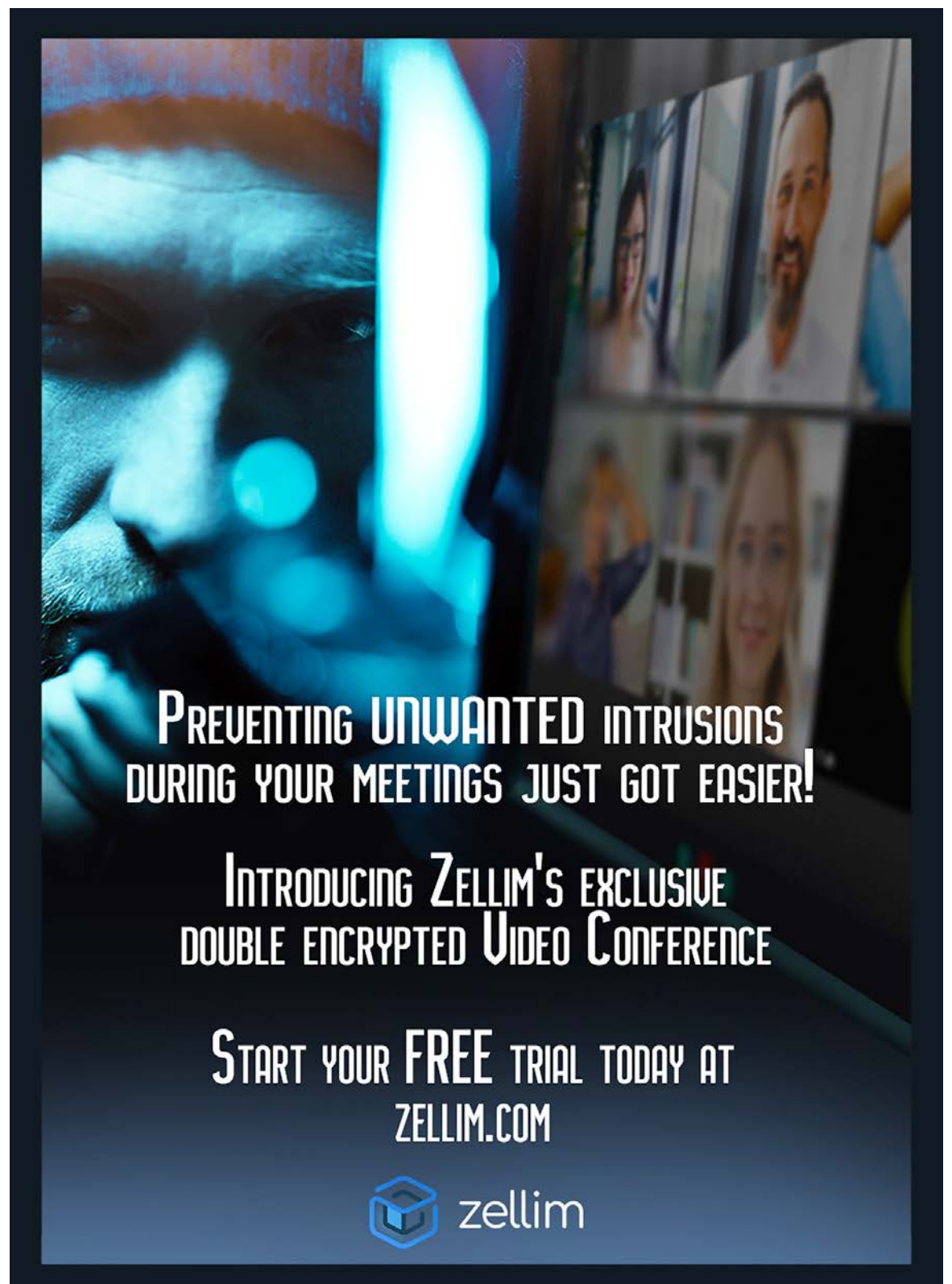
**Nov. 15, 9 a.m.**

**Global Entrepreneurship Week Utah,** taking place Nov. 14-18. Nov. 15 event features breakfast, an expo, an Entrepreneurial State of the Union, and entrepreneur mixer. Location is Mountain America Exposition Center, 9575 S. State St., Sandy. Cost is \$150, \$75 for breakfast only. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

**Nov. 15, 11:30 a.m.-1 p.m.**

**Women in Business,** an Ogden-Weber Chamber of


see **CALENDAR** page 22



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## CALENDAR

from page 21

Commerce event. Location is Jeremiah's Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$20 for members and first-time guests, \$30 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

### Nov. 15, 11:30 a.m.-1 p.m.

**Leadership Lunch**, a Cache Valley Chamber of Commerce event. Details to be announced at [cachechamber.com](http://cachechamber.com).

### Nov. 15, noon-1 p.m.

**Local First Collab**, a Utah Black Chamber event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

### Nov. 15, noon-2 p.m.

**"Biases, Barriers, & Baricades for Utah Women: A**

### Solutions-Based Workshop,"

a Utah Women & Leadership Project event that will feature a discussion about decreasing sexism, increasing women in Utah politics, and stopping sexual assault and domestic violence. Short panels will be followed by small-group discussion. Location is Crescent Hall Event Venue, 11020 S. State St., Suite A, Sandy. Free. Details are at <https://www.usu.edu/uwlp/events/upcoming-events>.

### Nov. 15, 5-6 p.m.

**Corporate Tour**, a Utah Black Chamber event. Location is Chatbooks, 4100 N. Chapel Ridge Road, Suite 350, Lehi. Details are at [utahblackchamber.com](http://utahblackchamber.com).

### Nov. 16, 8 a.m.-4 p.m.

**"Leading People, Projects and Processes,"** a workshop that is part of Salt Lake Community College's Frontline Leader Series. Participants will learn about the

basic key principles to managing projects or teams, understanding project management methodologies, and processes for effective team leadership. Location is SLCC's Westpointe Campus. Also offered Nov. 8, 8 a.m.-4 p.m., at the SLCC's Miller Campus. Details are at <https://www.slcc.edu/corporate/training-calendar.aspx>.

### Nov. 16, 8:30 a.m.-1:30 p.m.

**Utah County Business Summit**, presented by the Point of the Mountain, American Fork, Pleasant Grove-Lindon and Eagle Mountain chambers of commerce. Location is The Show Barn at Thanksgiving Point, 2975 N. Thanksgiving Way, Lehi. Details are at [thepointchamber.com](http://thepointchamber.com).

### Nov. 16, 11:30 a.m.-1 p.m.

**Business Alliance Networking Luncheon**. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville.

Registration is required. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### Nov. 17, 7:45 a.m.-5 p.m.

**Employer Tax Workshop**, a Small Business Development Center (SBDC) event. Location is Salt Lake SBDC, Salt Lake Community College. Cost is \$10. Details are at <https://clients.utahsbdc.org/events.aspx>.

### Nov. 17, 8 a.m.-1:30 p.m.

**2022 Annual Women in Business Summit**, a Davis Chamber of Commerce event. Speakers are Tiffany Peterson, business and life coach; Leta Greene, confidence expert and best-selling author; and Michelle McCullough, speaker and author. Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$65 for members, \$85 for nonmembers. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### Nov. 17, 8:30-11 a.m.

**ConnectShare B2B Networking Event**, designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300 W., Sandy. Details are at [www.connectshare.com](http://www.connectshare.com) or by contacting Randy Hunt of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

### Nov. 17, 9-11 a.m.

**"Ready! Resilient! Utah Early Childhood Mental Health Summit,"** presented by Gov. Spencer J. Cox and First Lady Abby Cox in partnership with The Children's Center Utah to raise awareness and provide education on the mental health needs of infants, toddlers, preschoolers and their families throughout Utah. Event takes place online. Free. Registration can be completed at [childrenscenterutah.org/summit](http://childrenscenterutah.org/summit).

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

**Women in Business**, a Murray Area Chamber of Commerce event. Location is Home 2 Suites, 4927 S. State St., Murray. Details are at [murrayareachamber.com](http://murrayareachamber.com).

### Nov. 17, noon

**Webconference**, an IT Leaders Association event that is available live and both recorded and summarized for later viewing. Speakers are Edward Pok, director of data governance, chief data office, London Stock Exchange Group; and Anita Rao, director of global product data services, Paypal. Details are at <http://www.cio-summit.org/>.

### Nov. 17, 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>.

### Nov. 18, 8:30-10 a.m.

**Friday Connections Speed Networking**, presented by ChamberWest and the Utah Black, Utah Hispanic and Magna chambers of commerce. Location is Valley Fair Megaplex Theatres Event Space, 3620 S. 2400 W., West Valley City. Cost is \$5 for chamber members, \$10 for nonmembers. Details are at [chamberwest.com](http://chamberwest.com).

### Nov. 25, 5-8 p.m.

**"Business After Hours,"** a Murray Area Chamber of Commerce event. Location is Fiddler's Elbow, 1063 E. 2100 S., No. 2349, Salt Lake City. Details to be announced at [murrayareachamber.com](http://murrayareachamber.com).

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

**Small Business Development Series**, a ChamberWest six-session program. Nov. 30 session is "Funding for Business" Panel. Location is Kearns Library, 4275 W. 5345 S., Kearns. Cost is \$25 for members per session and \$35 for nonmembers per session. Details are at [chamberwest.com](http://chamberwest.com).

### Nov. 30, noon-1 p.m.

**"Solve the Business Puzzle,"** a Women's Business Center of Utah event. Presenter is Heather Young, founder and owner of Front Porch Twang. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

### Dec. 1, 6-8 p.m.

**"Entrepreneur 101,"** a Small Business Development Center (SBDC) event. Location is Orem/Provo SBDC at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

**"First Fridays Networking,"** a West Jordan Chamber of Commerce event. Location is Miller Free Enterprise Center, Salt Lake Community College, 9750 S. 300 W., Room 203, Sandy. Cost is \$5. Details are at [westjordanchamber.com](http://westjordanchamber.com).

### Dec. 2, 5-7 p.m.

**"First Friday,"** a Utah Black Chamber networking event. Location is DuVin Pinto Wine & Art Gallery, 367 Trolley Square, No. D209, Salt Lake City. Cost is \$10 for members, \$20 for nonmembers. Details are at [utahblackchamber.com](http://utahblackchamber.com).

### Dec. 6, 8 a.m.-4 p.m.

**"Change Management For Managers,"** a workshop that is part of Salt Lake Community



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## CALENDAR

from previous page

College's Frontline Leader Series. Participants will gain tools to effectively plan for change, understand methods to communicate change for optimal adoption, and steps to implement change for maximum benefit. Location is SLCC's Miller Campus. Also offered Dec. 14, 8 a.m.-4 p.m., at SLCC's Westpointe Campus. Details are at <https://www.slcc.edu/corporate/training-calendar.aspx>.

### Dec. 6, 9-10:30 a.m.

“Coffee Chat with the CEO,” a Park City Chamber/Bureau event offering an informal conversation with chamber/bureau CEO Jennifer Wesselhoff. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

### Dec. 6, 11 a.m.-1 p.m.

“Jingle & Mingle” Luncheon, a ChamberWest Women in Business event. Location is Western Gardens Center, 4050 W. 4100 S., West Valley City. Details are at [chamberwest.com](https://chamberwest.com).

### Dec. 7, 11:30 a.m.-1 p.m.

Business Alliance Networking Luncheon. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Registration is required. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

## TECH JOBS

from page 1

by the Kem C. Gardner Policy Institute.

“Of course, Utah does import a lot of engineers and computer scientists from outside the state because we still aren't graduating nearly enough to meet the needs of our own Utah companies.”

The Gardner report indicates that from 2000 to 2020, growth in Utah engineering employment outpaced growth in U.S. engineering employment by more than fivefold. The state's computer science employment over this same period outpaced the nation by more than double.

The report shows that the state's engineering and computer science workforce in 2020 included 238,400 full- and part-time jobs, had \$19.1 billion in earnings and contributed \$25.2 billion in GDP, representing between 12 percent and 15 percent of Utah's \$200 billion economy.

Meanwhile, the eight higher education institutions in the study saw the number of new engineering and computer science graduates balloon from 1,540 in 2000 to over 3,700 in 2020. They have helped meet the needs of companies in the tech-focused Silicon Slopes, an area of Utah where 40 percent of the state's job growth has occurred since 2010.

“It's striking how impactful engineering and tech talent has become to Utah's economic well-being, and I can see that de-

grees and jobs in these fields can really be an opportunity for people of all races, ethnicities and genders,” said Levi Pace, senior research economist at the Gardner Institute and lead author of report.

Despite those degree increases, Utah tech companies typically have 3,000-5,000 open positions, according to Cydni Tetro CEO of Brandless Inc. and founder and CEO of the Women Tech Council. She said that both when the engineering initiative started and today, Utahns' skill sets cannot fill those open jobs.

“It is imperative that the generation coming up gets inspired to go solve the world's problems through technology, get an education, jump into our system, get the skills, the certificates — whatever the pathway is — in order to fill these 3,000 to 5,000 jobs at any given time that really drive the economic engine,” Tetro said. “Because if we can't fill them, then they go elsewhere.”

Steve Price, founder of Price Development Co. and a UofU trustee, said Utah's economy in 2000 was focused on tourism, mineral extraction and agriculture. But since then, it has diversified, and he stressed that engineering and computer science degrees are “nutrients” to the state's economy.

“If we don't have the place to help grow this and future generations of engineers, we just can't continue to propel — and I think that's the word, ‘propel’ — the Utah economy in the way

that we have in the past,” Price said.

“The thing that we often talk about in the tech community is that in today's world, every job is getting powered by technology, and we don't see that changing,” Tetro said. “So, if we see that 40 percent [increase in total Utah jobs] for the past decade, it is dramatically going to continue to increase for the coming decade. And what that means is that we have to enable our workforce.”

The Utah Department of Workforce Services projects the state's engineering and computer science workforce will grow at 3.1 percent per year through 2028, nearly one percentage point above Utah's average annual employment growth in other occupations. The agency anticipates the creation of 23,160 jobs (6,320 in engineering and 16,840 in computer science) over 10 years, more than one-third of 2018 baseline employment levels in the two fields. Those projections are for employee jobs, not self-employment.

Tetro said the Gardner report can become a road map for the state's future.

“I think from this, we start architecting a road map for the next jump up in graduates, and I think we have to architect new pathways into the tech ecosystem for many people who are either re-entering the workforce, who come from nontraditional educational paths, or who come from underrepresented commu-

nities where there just hasn't been this natural culture that's brought them along,” she said.

The Gardner report also shows:

- Engineering employment between 2000 and 2022 rose by 124.6 percent in Utah, compared with only 23 percent in the U.S., while computer science employment experienced a 122.8 percent increase in Utah compared with a 56.2 percent increase in the U.S.

- Utahns with engineering jobs made an average of \$96,600 in wages in 2020, and computer science workers earned \$89,500. That is 80 percent and 66 percent, respectively, higher than the \$53,800 state average.

- Compared with their wages one year after degree completion, engineering and computer science graduates employed in Utah earn 31 percent more after four years and 59 percent more after eight years.

- In fiscal year 2021, the University of Utah, Utah State University and Brigham Young University combined to account for \$175.7 million of the \$183 million of engineering and computer science research awards to the state's eight universities and colleges. The UofU received grants and contracts worth \$105 million for engineering and \$26.5 million for computer science, approximately three-fourths of the total research funding.

The full report is available at <https://gardner.utah.edu/wp-content/uploads/ECS-Report-Oct2022.pdf>.



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