

## Focus



**BANKING & FINANCE**  
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## Business & tax climate among factors in Utah's high grades

**Brice Wallace**  
*The Enterprise*

An annual survey of company leaders indicates that opinions about doing business in Utah remains high.

The overall score in the Economic Development Corporation of Utah (EDCUTah) "Know the Customer" survey is 56, which is "very positive," according to Erin Farr, EDCUTah's senior business development manager and survey program manager.

That net promoter score is a benchmark that organizations use to measure customer loyalty, on a scale from minus-100 to 100.

"That's a very good score," Farr said of Utah's number as she briefed the Governor's Office of Economic Opportunity (Go Utah) board at a recent board meeting. "To note, though, that score is actually 32 points lower than past years. So that is something to be aware of. We want to make sure that we con-

see EDCUTAH page 10



The climax of "Thelma & Louise," a 1991 film, was shot at Dead Horse Point State Park in Southern Utah. Twelve Utah communities have joined a roster of "Film Ready Utah" communities, which have necessary components in place for production projects to shoot there.

## Have a movie to shoot? Utah communities are ready for you

**Brice Wallace**  
*The Enterprise*

More Utah communities are ready for their close-up, Mr. DeMille.

A set of 19 places in the state have been designated as "Film Ready Utah" communities, ready to support film productions in their areas through access to locations, crews and vendors.

The announcement by the Utah Film Commission includes 12 places joining the

group, which already included Film Kanab, Moab to Monument Valley Film Commission, Visit Ogden, Park City Film Commission, Explore Utah Valley and Salt Lake City.

The new members of the network are in Box Elder, Cache, Carbon, Davis, Emery, Garfield, Heber Valley, Juab, San Juan, Tooele, Uintah, Washington and Wayne counties.

see FILM READY page 4

## Soaring mortgage interest rates are taking bite out of Utah home sales

As home mortgage interest rates soar well above 6 percent from their sub-3 percent levels just over a year ago, home sales in Utah are slowing rapidly, according to the Salt Lake Board of Realtors. The average 30-year, fixed-rate mortgage increased to 6.3 percent last week, according to Freddie Mac.

"The Federal Reserve's aggressive rate hikes seem to be having little effect on inflation, but a chilling effect on the housing market," said Steve Perry, president of the Salt Lake Board of Realtors. "We are selling about 400 fewer homes a month than the 10-year average."

Higher rates are disqualifying home buyers from financing, Perry said. Home sales of all housing types in August fell to 1,204, down 27 percent from sales in August 2021. Active listings on UtahRealEstate.com topped 10,000 homes, a 150 percent increase over the 4,000 active listings at this time last year. The number of homes for sale has reached a balanced level.

"The bidding wars are over," Perry said. "Offers above asking price and waiving of appraisals have ended. Home buyers have more choices and options when purchasing a house."

Although home prices are still higher than a year ago, the slowing sales are beginning to take a toll on pricing as well. The single-family median home price in August was \$601,000, up 10 percent from \$545,000 in August 2021. Single-family home prices in Salt Lake County peaked at \$650,000 in May but are down 8 percent as of August.

Single-family home prices have increased 63 percent since the start of the pandemic, from March 2020 to May 2022, when prices climbed from \$400,000 to more than \$650,000 in Salt Lake County.

And it's taking longer to sell a home. In August, the median number of days a home was on the market was 22, more than three times longer than a year ago.



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*DataBank, a Dallas-based provider of colocation, connectivity and managed services, has opened its newest Salt Lake City data center, SLC6, at the company's Granite Point Campus in Bluffdale. The 171,000-square-foot expansion features 100,000 square feet of raised flooring – 50,000 of which is now open. The project establishes two new data halls, expected to open in October of this year. Eleven megawatts of power are available now, with another 11 megawatts to come online in the future.*

*“Utah is quickly becoming one of the fastest-growing tech hubs in the U.S.,” said Tony Qorri, DataBank’s vice president of construction. “The state’s prime real estate, low cost of living, and deep technology talent pool, make it an ideal location for startups. Additionally, its Internet speeds are among the fastest in the nation, which is attractive to startups as well as enterprises.”*

*SLC6 is tethered to DataBank’s SLC1 downtown Salt Lake City data center and carrier hotel by direct fiber and is ideal for West Coast workloads requiring a stable and scalable location, Qorri said. The facility is adjacent to four other DataBank data centers on the Granite Point Campus.*

*“Bringing this additional capacity to the Silicon Slopes deepens our roots in the region,” said Qorri. “This aligns well with DataBank’s growth strategy and our dedication to providing our customers with world-class IT infrastructure.”*

## The greatest of leadership lessons: Take responsibility without needing authority

Early in my career, I was fortunate to work for an extraordinary leader by the name of Bob Vanourek. Bob quickly became my indispensable mentor. I was one of several product managers who worked for him at Avery Label. Each of us had 100 percent responsibility to deliver profits for our respective products in the company’s office stationery line. This required each of us to work with a variety of staff functions within the corporation, including manufacturing, R&D, accounting and finance, HR, etc. In effect, each product manager had to compete with all the others for the attention and support of these various functions.

On my first day at Avery, Bob sat down with me and suggested that I had signed on for a challenging life of competing with the other product managers. He explained that often this could be quite frustrating since I would have no authority to force

the various staff functions to focus on my needs and could never use that lack of authority as an excuse for not meeting my responsibilities. He summed up my challenge as having 100 percent responsibility and 0 percent authority.



**RICH TYSON**

My first reaction to this was less than optimistic. If the demands of my job were not negotiable, how could I be curtailed from demanding that others respond to my needs?

Bob clearly had anticipated this response. He smiled and said, “Rich, this may be the greatest leadership lesson you will ever learn. No matter what position you attain, no matter how much inherent authority that position carries, if you choose to fully own your responsibility while not choosing to force your will through your authority, you

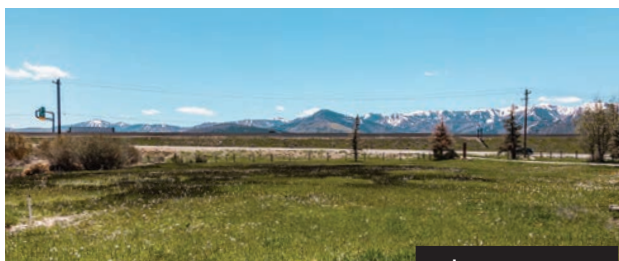
**see TYSON page 8**



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# Study finds only 8 percent of tech workers have significant cloud-related skills

Pluralsight, a Draper-based technology workforce development company, has released its 2022 “State of The Cloud,” which compiles survey results from more than 1,000 technologists and leaders in the United States, Europe, Australia and India on current trends and challenges in cloud strategy and learning.

While the study found that 75 percent of tech leaders say they’re building all-new products and features in the cloud moving forward, only 8 percent of technologists have significant

cloud-related skills and experience. Additionally, 64 percent of respondents say that they are new to cloud learning and are looking to build basic cloud fluency.

Pluralsight said that according to Management consulting firm McKinsey, cloud adoption is crucial to an organization’s success, with more than \$1 trillion in potential earnings in the cloud up for grabs across Fortune 500 companies by 2030. Yet, cloud skills gaps exist for many technologists today. Pluralsight’s 2022 “State of Upskill-

ing” report, released earlier this year, found that 39 percent of respondents ranked cloud computing as a top personal skills gap.

“As organizations begin making heavier investments into the cloud, they must dedicate resources and time to ensure their technologists are up to the task of cloud transformation,” said Drew Firment, vice president of enterprise strategies at Pluralsight. “Findings from our ‘State of Cloud’ report show that most technologists only have a basic familiarity with cloud technologies. Tech leaders need

a cloud strategy that provides confidence and predictability in their ability to build cloud maturity at scale and that starts with ensuring they can upskill their teams on cloud technologies.”

Pluralsight’s report gathered data on organizational cloud maturity and cloud strategy. Nearly half (48 percent) of organizations rate themselves as having high levels of cloud maturity, while only 7 percent of organizations have made no investments into the cloud. The study also revealed that technology companies are more likely than any other sector to rate themselves as having a high level of cloud maturity.

There are many different ways that organizations can drive toward cloud maturity, Pluralsight said. In the survey, 45 percent of organizations say they design cloud strategies for speed and business value. Additionally, 39 percent of organizations are working to optimize for cloud-native with containers and serverless and 38 percent of organizations enable hybrid architectures with distributed cloud.

Security is a top challenge to leveling up cloud maturity, regardless of the organization’s current level of maturity, with

45 percent of organizations saying that security and compliance concerns are the No. 1 cloud maturity challenge.

Findings of the report also revealed a disconnect between organizational and individual cloud maturity. Business leaders reported high confidence in their organizations’ cloud strategies while individual contributors report feeling new to cloud technologies.

Despite employee skills gaps, growing cloud skills internally was not one of the top strategies business leaders used for reaching organizational cloud maturity. Only 37 percent of organizations use internal cloud upskilling as a key strategy for cloud maturity. However, cloud skills gaps rank as the second-largest cloud maturity challenge, with 43 percent of organizations agreeing that cloud skills gaps in their organizations affect cloud maturity.

## Any Hour Group acquires four more companies

The Any Hour Group, an Orem-based home services provider serving the Mountain West region, has announced its acquisition of four additional leading home services businesses. Any Hour, which is backed by San Francisco-based private equity firm Knox Lane, has purchased Grapids Heating & Cooling, based in the Grand Rapids, Michigan, area; Precision Plumbing, Heating, Cooling & Electrical, based in Denver; Chandler Air of Chandler, Arizona; and All Hours Air, which services the Reno and Sparks, Nevada, areas.

Financial terms of the transactions were not disclosed.

Founded in 1961, Any Hour offers a full suite of HVAC, plumbing and electrical services along the Wasatch Front. Upon partnering with Knox Lane in 2021, the company embarked on a series of acquisitions. The partnership with Grapids marks Any Hour’s first expansion into the Midwest.

Any Hour said each of the acquired businesses will retain its respective brand, headquarters and management team, while drawing on Any Hour’s extensive capabilities in digital marketing, recruitment, training and operations.

“We are thrilled to add Grapids, Precision, Chandler and All Hours to the Any Hour Group as we continue to execute on our vision of partnering with like-minded, exceptional operators to build a differentiated, strategic platform in residential services,” said Wyatt Hepworth, CEO of Any Hour. “We are excited to be entering several new strategic markets through these partnerships and to build upon the strong exist-

ing footholds they have established.”

Jeremy Hansen, chief operating officer of Any Hour, added, “We’re very pleased about the significant momentum that we’ve achieved through a combination of rapid organic growth and partnerships with best-in-class companies. We’re honored that Grapids, Precision, Chandler and All Hours have chosen to join forces with us and we look forward to building the Any Hour Group together.”

Operating in western Michigan, Grapids was founded in

1999 by Nathan Engelsma and delivers HVAC installation, maintenance and repair services. Precision is a family-operated home services company founded in Denver in 1982 by Tom Robichaud and is now led by his daughter, Andrea Nelson.

Chandler Air offers a full range of heating and cooling services in the Phoenix Valley. It was founded by Bob Burnes in 1982. All Hours Air was founded in 2012 in Reno by Jason and Heather Cummins and provides heating, air conditioning and plumbing services.



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# Succeeding in Your Business

## If you're sure you want to, here are some tips on starting an occult business

"I am in the process of watching one of your YouTube videos and I was wondering what your thoughts are on spiritual/New Age stores.

"I do know that it is best to have a business location that has some sort of draw and I am located in between two cities with retail shops like this, making it, what I feel, a good place to locate a shop like this right on the main strip. If you have a moment,

could you tell me if you think it would be a good idea? The shop would be a spiritual/New Age/occult shop and coffee shop. I am also licensed to do fortune telling. (Licensing is required here.)

"The majority of our sales would come from things like figurines, books, crystals and my readings along with the coffee and snack sales. The proposed location is close to a deli and a high school, and across the street from a very popular bar in town."

First of all, if you are a professional fortune teller, shouldn't you already know if the business will be successful? (Sorry, couldn't resist that.)

I have nothing against spiritual, occult or New Age businesses. I actually represent sever-

al, including one that specializes in "past life regression analysis" — putting you under hypnosis to determine who you were in your past lives. I keep trying to work out a barter deal with this client, but she keeps telling me, "You don't want to know ..."

You seem to be combining two very different types of business, and I'm not sure I see the synergy between the two. I get that you want the coffee shop to generate foot traffic for the fortune telling and occult merchandise business. I also get that you want to balance the fortune telling business — which will likely attract customers in the evening — with a business that will generate traffic during the day. But I fear that nonbelievers will be nervous about frequenting a shop like yours just to get a cup of coffee that they probably can get at the deli next door or the Starbucks/Dunkin' Donuts down the road. An occult business is by definition a "destination" business that shouldn't need a "main drag" location to be successful.

The most successful occult businesses I know are in large cities, amusement districts or in neighborhoods catering to a hip-

ster or "alternative" clientele with piercing and tattoo parlors nearby. Most of your customers will likely be "impulse" buyers who, after an evening out on the town doing other things might see your sign and say, "Hey, that looks like fun; let's have our palms read." For that reason I like the idea of your business being located across the street from a popular bar, especially if they feature live music, and ESPECIALLY if they host rock, metal or blues bands.

You are not likely to have much repeat business, except perhaps for the occult tchotchkes you are selling (and I would keep a wary eye on those folks — anyone who needs more than one pentagram pendant for their wardrobe is someone who might have, shall we say, issues?) Being close to a high school might be an advantage in that students who are rock, punk or metal fans might want occult items as fashion accessories. But, depending on the part of the country you are operating in, you might attract accusations of promoting Satanism and corrupting the minds of religious young people.

Your location will be key to the success of this business; it should be discreet (some people won't want to be seen frequenting a fortune teller) yet visible

enough to generate the "impulse" customers you want. A second-story location with a neon sign in the window would be ideal, if local zoning regulations allow. I would keep the floor space as small as possible, and because your cash flow will be extremely unpredictable (at least for a year or two), I wouldn't lock myself into a long-term lease.

Check and see if there are any alternative weekly newspapers in your area — the type of publication that tells you what bands are playing in which venues locally. These often feature ads for New Age-type businesses and will give you an idea both of the size of your market and the number of competitors in your area.

Finally, remember that you are in "show business." While I

don't doubt that you sincerely believe in what you do, most of your customers will be there for the experience. Give them what they're looking for — dress the part, act the part and promote the heck out of your business in the weeks leading up to Halloween.

After all, to some extent you and I are in similar businesses: One of my favorite New Yorker cartoons shows a woman in Romani clothing standing in front of a shop window with a sign saying "Reader, Advisor, Attorney at Law."

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

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## FILM READY from page 1

"Utah's film industry is expanding to every corner of our state," said Virginia Pearce, director of the commission. "The Film Ready Utah program gives rural communities resources to match local businesses and unique locations with production-related needs."

For the past year, the Utah Film Commission has been working with city and county officials to enable more rural areas to support productions filming in their regions. It said the Film Ready Utah designation provides a local support network, access to resources, and signals to the film industry that these communities are ready to support their work.

A legislative change to encourage more film production in rural Utah has helped boost shooting there. In June alone, the Governor's Office of Economic Opportunity (Go Utah) board approved tax credit and tax rebate incentives for 13 productions expected to spend a total of \$142.4 million in Utah and generate 4,920 total jobs. Ninety percent of the spending will occur in rural Utah. Among the incentives was one for the production of the first two parts of "Horizon: An American Saga," a Western feature to be directed by Kevin Costner. Horizon Series Inc. is expected to spend nearly \$54 million in Utah, including during principal photography set for Aug. 29, 2022, through May 11, 2023, in Emery, Grand, Kane, San Juan and Washington counties.

"With the new targeted rural film tax credit, the Film Ready Utah program puts resources

where they are needed most and expands economic opportunities throughout the state," said Dan Hemmert, Go Utah's executive director.

Utah's film production history is decades-old and includes many Western classics, including "Butch Cassidy and the Sundance Kid," "Stagecoach," "The Searchers," "My Darling Clementine," "Angel and the Badman," "The Outlaw Josey Wales" and 2013's "The Lone Ranger."

The portfolio includes scenes in science fiction classics "2001: A Space Odyssey" and "Planet of the Apes" as well as pop hits "Con Air," "Dumb and Dumber," "Easy Rider," "127 Hours," "Fletch," 1984's "Footloose," "Forrest Gump," "Pirates of the Caribbean," "Galaxy Quest," "Independence Day," "Thelma & Louise" and "Mission Impossible."

In recent years, Utah also has been a popular spot to film Hallmark Christmas movies. Among episodic series shot in the state are "Yellowstone," "Touched by an Angel," "High School Musical" and "Westworld." The Go Utah board in September approved an incentive for the fourth season of "High School Musical: The Musical: The Series," set to air on Disney+.

All of that activity has meant big bucks for local communities and the state. The film commission's website indicates that 210 projects have received incentives during the past decade. Their Utah spending totals \$463 million, including \$155 million in rural parts of the state. The totals also include more than 28,400 production days, more than 34,600 jobs created, and \$6 billion in film tourism.

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# Innovate Utah

## NEW IDEAS, PRODUCTS AND SERVICES FROM UTAH COMPANIES



Qnergy Inc. an Ogden-based methane abatement solutions provider and producer of electric power utilizing Stirling engine technologies, has partnered with Maryland Environmental Service and the Maryland Energy Administration's (MES) OPEN Energy program to install Qnergy's first methane abatement at a landfill site in that state.

Qnergy installed its PowerGen5650 to capture and convert low methane content landfill biogas into electricity.



Installed at the Midshore I Landfill in Easton, Maryland, the unit will deliver up to 5.6 kilowatts of electrical power for on-site operational use

along with reduced energy cost from otherwise flared gas.

Qnergy provides power products that transform untreated methane into reliable electricity sources from installations such as gas fields, landfills, wastewater and farms.

"We are excited to expand our methane abatement program to landfills," said Ory Zik, Qnergy's CEO. "The Inflation Reduction Act and Environmental Protection Agency's focus is on converting methane pollution into useful energy and this is where our generators are the best system of emission reductions."

"The installation of the Qnergy generator is the first step toward demonstrating the ability to use an otherwise lost byproduct at municipal solid waste landfills," said Charles Glass, MES executive director. "MES is pleased to work with Qnergy and our county partners on the Eastern Shore, reducing methane emissions and supporting Maryland's aggressive greenhouse gas emissions goals."

**Athos Private Wealth**, a Salt Lake City investment firm, has launched **Athos Crypto**, what it said is an industry-first crypto investment solution. "Athos continues to develop into an industry innovator while setting the highest standard of crypto investment for our clients," said **Robbie Shattuck**, CEO and founder of Athos. "There are currently very few full-service advisor-managed crypto solutions in the market today. Our clients were previously managing such digital assets on their own, while also running their companies. We built a solution that allows them the same level of access but gives them back all the time. We are handling all facets of crypto investing, which include portfolio management, trading, cold storage, cold staking and crypto tax preparation. Athos will continue to expand by offering high-touch financial services with industry-first platforms."



Orem-based **Avetta**, a global supplier of supply chain risk management software, has introduced **Avetta Business Risk** within its Avetta One platform. Avetta said the new software goes beyond checking a credit score or financial report; it closely monitors suppliers' credit strength, financial health, legal proceedings, adverse media, political sanctions and more, all in real-time. Avetta said it pulls financial information from 200 data sources and 30,000 media sources globally. "Supply chain risk is at an all-time high while risk tolerance is at an all-time low, particularly as many anticipate an economic downturn," said **Taylor Allis**, chief product officer at Avetta. "The addition of Business Risk, along with other recent updates around ESG, worksite safety and subcontractor management, makes Avetta One the industry's only comprehensive, enterprise risk supply chain management solution."



**Merit Medical Systems Inc.** of South Jordan, a global manufacturer and marketer of healthcare technology, has announced the U.S. commercial release of the **Prelude Roadster Guide Sheath**. The product is the newest addition to the Merit vascular-peripheral access portfolio with devices used to diagnose and treat patients who suffer from peripheral artery disease, the narrowing or blockage of the blood vessels. "The Prelude Roadster is an example of Merit's commitment to understanding, innovating and delivering products to meet the needs of physicians. After decades of offering vascular access products, we are always searching for ways to help physicians diagnose and treat successfully," said **Fred P. Lampropoulos**, Merit Medical's chairman and CEO. "Peripheral procedures improve and save lives and the Prelude Roadster can help make these procedures available to more patients."



**Odyssey Snacks**, a snack company based in Orem, has introduced its **Prebiotic Protein Bar**. The bar comes in six flavors, all curated with prebiotic ingredients such as chicory root fiber, cassava root and green banana powder, which are clinically proven to aid with digestive wellness when paired with probiotics, the company said. "I struggled for years with digestive issues," said **Dr. Jen Marone**, co-founder of Odyssey. "I had symptoms daily, ranging from bloating to nausea. I was diagnosed with IBS and gluten sensitivity, but even with paying strict attention to diet and reading labels, it was still unpredictable when flare-ups would occur. Odyssey's mission is to make gut health easy to understand by offering products that are high in protein, full of prebiotics and free of ingredients that can cause bloating."



Portable power equipment supplier **mophie**, a division of Salt Lake City-based **Zagg**, has announced a new lineup of Apple-exclusive portable wireless charging accessories called **powerstations**. Equipped with versatile USB-C ports and containing internal batteries ranging from 5,000 milliamp hours up to 25,000 milliamp hours, the new line of wireless charging stations also offers fast-charging capabilities for a boost of power for emergency situations. The lineup includes the powerstation mini, powerstation, powerstation pro and powerstation pro XL. "We're proud to offer this lineup of the most advanced mobile charging technology on the market for Apple users," said **Chris Ahern**, CEO of ZAGG. "The new powerstation lineup provides even more options for consumers to charge their devices quickly and conveniently from anywhere." The chargers are available at [mophie.com](http://mophie.com) and from the Apple store.



South Jordan-based **ParentPlaybook**, a parent empowerment platform designed to help mothers and fathers parent as effectively as possible, has announced the release of its **iOS and Android app**. The app helps parents curate parenting content for each of their children based on machine learning and AI. Users can find, save and share articles and advice according to their kids' specific needs and then collaborate with family, friends and professionals to solve their most challenging parenting scenarios. "Parenting has not had a playbook until now," said company CEO and co-founder **Phil Anderson**. "Our mission is to give all parents access to the world's collective mind on parenting. They say it takes a village to raise a child, and we put that village in your pocket. Our technology is free to download and use."



South Jordan-based **Impartner**, an SaaS-based channel management and partner relationship management (PRM) provider, has launched **Impartner Business Planning** within its platform. The company said the module ends managers' quarterly business reviews with their partner channels. It increases collaboration, transparency and automation to help companies create business plans with all partners, maximizing the productivity of the largest ones and fully engaging the smallest ones. The product helps customers achieve more revenue with all levels of partners. It allows customers to deepen relationships and effectiveness of the top-performing partners, but it also engages the smallest, lower-tier partners. With new partners, channel chiefs can automatically track metrics like lead distribution, deal conversion and revenue targets and set goals for channel certification completion. Business Planning is available in Impartner PRM for all customers.



# 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.

## E-COMMERCE

• **Jane**, a Lehi-based e-commerce destination offering women's fashion, accessories, home decor, children's clothing and more, has hired **Megan Marshall** as vice president of creative and brand, **LeAnne Tice** as vice president of program management, and **Kathleen Shaffer** as director of communication and public relations.



Megan Marshall



LeAnne Tice



Kathleen Shaffer

Marshall will spearhead the development of branded content and visual experiences for Jane customers. She has over 20 years of experience in strategic marketing and brand building, most recently serving as vice president of marketing at Kate Quinn. She also has held brand leadership positions at Zulily and within several top creative advertising agencies. Tice will support the coordination and delivery of large strategic initiatives from conception through execution. She has expertise in helping

maintain the execution of strategic initiatives for the Walmart Pharmacy line of business. Previously, she served in multiple positions across Walmart and Sam's Club. Shaffer will be responsible for storytelling, corporate communications including media relations, internal communications, executive thought leadership, seller communications, and philanthropic strategy. She has more than 15 years of experience in the retail, e-commerce, food and beverage, QSR, franchising and tourism industries. Prior to joining Jane, she was senior director of communications for Fat Brands, QSR Division (formerly Global Franchise Group) and served as vice president and public relations account director for MGH. The company is transforming from a three-day flash deal business model to an evergreen e-commerce marketplace where sellers offer products indefinitely.

## ECONOMIC INDICATORS

• **Millard County** leads all Utah counties on a list of places where residents receive the **most value for what they pay in property taxes**, a list compiled by **SmartAsset**. The study measured the effective property tax paid in each county to determine the relative property tax burden. The study then assessed data on local school quality and home values to determine where residents are receiving the most bang for their buck. Millard County was followed, in order, by Sanpete, Cache, Juab, Utah, Iron, Davis,

Washington, Kane and Morgan counties. Details are at <https://smartasset.com/taxes/utah-property-tax-calculator#utah>.

• **Utah** is No. 48 on a list of **"2022's Best States for Fishing,"** compiled by **Lawn Love**. It compared the 50 states and the District of Columbia based on community interest, access to gear and bait shops, license affordability, and proximity to water sources among 22 total metrics. Utah was ranked No. 40 for number of bass fishing clubs, No. 42 for number of fish species, No. 41 for number of free fishing days, and No. 37 for the number of bait and tackle shops per 100,000 residents. The top-ranked state is Florida. The worst-ranked location in the District of Columbia. Details are at <https://lawnlove.com/blog/best-worst-states-for-fishing/>.

• **Utah** is ranked No. 16 on a list of **"2022's Best States to Visit This Fall,"** compiled by **LawnStarter**. It compared the 50 states based on 20 indicators. Utah was ranked No. 1 for projected number of weeks with fall foliage, No. 2 for number of national parks, No. 26 for apple orchards per 100,000 residents, and No. 37 for wildfire risk. The top-ranked state overall is California. The bottom-ranked state is Hawaii. Details are at <https://www.lawnstarter.com/blog/studies/best-worst-states-to-visit-in-fall/>.

## EDUCATION/ TRAINING

• **Instructure**, a Salt Lake City-based education technology company, has entered into an agreement with partner **Google** to help educational institutions keep course data and rosters synchronized between their student information systems and Google Classroom. This means that educators no longer must set up their courses manually or have students use a join code. Teachers can now simply click "Accept" when their course is automatically created. Instructure's Elevate Data Sync will create classes with all the right students ahead of the first day of school and keep them updated if a student changes classes.

## ENVIRONMENT

• **Dominion Energy Utah's** "CarbonRight" program enrolled its 1,000th participant in less than six months since program inception. The

company says that for every 1,000 participants, carbon offsets are equivalent to removing around 900 cars from the road or planting 7,000 new trees. CarbonRight provides customers a way to significantly reduce their carbon footprint by offsetting carbon emissions from natural gas use in their home or business. The program sources verified carbon offsets from landfill and reforestation projects, including locally in Utah. The offsets are independently certified through a rigorous and transparent process. CarbonRight participation is voluntary and available to all Dominion Energy Utah and Idaho customers. For just \$5 a month, a typical residential customer can offset their entire carbon footprint from their natural gas usage.

• **Smith's Food & Drug Stores**, a division of The Kroger Co., has announced its latest milestones and results for **Zero Hunger/Zero Waste**, the company's vision to end hunger in the communities it serves and eliminate waste across the company by 2025. Kroger announced the initiative in September 2017. Smith's notable year-to-date 2022 milestones include donating more than 1.9 million meals to communities across the Intermountain West; rescuing more than 2.3 million pounds of safe, nutritious food that could no longer be sold in its retail stores, or shipped from its distribution centers and manufacturing plants, for Feeding America food banks; diverting 38,000 tons from landfills across its seven-state footprint; increasing year-over-year food waste diversion by 24; achieving zero waste operations in both of their manufacturing plants in Layton and in Henderson, Nevada; and diverting 682 tons of plastic film and 22,300 tons of cardboard.

• **Route**, a Lehi-based e-commerce platform that connects merchants and consumers, has announced a carbon-neutral shipping initiative called **Green Package Protection**. It aims to neutralize emissions caused by the shipping industry. By introducing Green Package Protection, Route is covering the cost to help neutralize shipments with participating brand partners, at zero cost to merchants and consumers. Each order with Green Package

Protection directly supports Route's first project, an agroforestation initiative in Brazil, which was selected in partnership with climate action platform **Patch** and has already helped neutralize the emissions from more than 1 million packages since its beta launch.



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## FINANCE

• Affiliates of **Cantor Fitzgerald LP**, a global financial services firm and real assets investment company, and **Silverstein Properties**, a global full-service real estate development, investment and management firm, have announced the latest closing of construction financing for an investment by **Cantor Silverstein Opportunity Zone Trust Inc.** Cantor and Silverstein, along with partner **Kensington Investment Co. Inc.**, secured the \$176.2 million construction loan from **Mack Real Estate Credit Strategies LP** for the development of **Astra Tower**, a 40-story, 377-unit residential project in downtown Salt Lake City. Excavation and foundation work began in the spring, with project completion expected in late 2024.

## FOOD

• **Vin 7000**, a Park City-based boutique wine brokerage, is offering six wine clubs. It is partnering with small, independent, family-owned wineries in some of the most renowned wine regions in the world. Customers' regular shipments are delivered for free to the Utah State Liquor Store of their choice. Details are at <https://www.vin7000.com/clubs>.

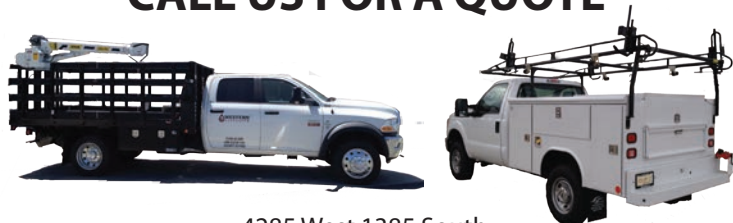
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# Industry Briefs

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## HEALTHCARE

• **Back at Work Physical Therapy** has opened an outpatient clinic at 472 N. 2000 W., No. 225, Pleasant Grove. The clinic offers outpatient and telehealth orthopedic physical therapy, including pre- and post-operative rehabilitation, manual therapy, sports rehabilitation and injury prevention. The clinic director is **Bradley Handwerger**, who is certified in dry needling and vestibular therapy and has experience with surgical rehabilitation and treating low back, cervical, shoulder, hip and knee pain. Back at Work, part of the Upstream Rehabilitation family of clinical care, also has clinics in Clearfield, Logan (two), Pleasant View, Provo and Tremonton.

## INSURANCE

• **Utah Business Insurance Co.**, a workers' compensation insurance company, has hired **Paola Stauffer** as vice president of claims. Stauffer has 29 years of experience in the workers' compensation insurance industry, having served in various leadership roles, including vice president of claims administration and vice president of claims operations at WCF.



Paola Stauffer

## INVESTMENTS

• **Zartico**, a Salt Lake City-based company that uses data intelligence, analytics and visualizations to help destination tourism organizations, has secured \$20 million in Series A funding. The funding was led by **Arthur Ventures**, with participation from **Peterson**

**Partners**. Zartico has raised a total of \$24.5 million to date and, since its March 2020 launch, has booked over \$10 million in business across more than 180 customers. Zartico said the new financing will be used to grow its engineering and product teams; expand its machine learning, AI and predictive capabilities; and expand into new markets such as sports venues, airports and municipalities. Zartico, which has 61 remote employees, is hiring and anticipates a 70 percent jump in headcount in the next six months.

• **Oops**, a Salt Lake City-based startup offering doorstep return pickups for in-store and online purchases across the Wasatch Range, has raised \$5 million in a seed round led by **Peterson Partners**, with contributions from **Epic Ventures**, **Maverick Ventures**, **Pelion Venture Partners**, **Village Global** and angel investors. The company launched in June. Its founders are Jonathan Crawley and Joseph Hatch.

• **Savvos Health**, an American Fork-based startup offering a marketplace of cash prices for shoppable medical care, including outpatient surgeries, imaging, labs and more, has raised over \$1 million. The funding came from **Lance Evenson**, **We Funder**, **Assure Syndicates**, **Jared Lynch**, **Stuart Schantz** and **Dr. Daniel Harris**. The funds will be used to further develop the Savvos platform and software, work on business development, and pursue additional provider relationships across the country.

• **PassiveLogic**, a Salt Lake City-based maker of a building controls platform, has secured new investment funding from **NVentures**, NVIDIA's venture investment arm. The amount was not disclosed. To date,

the company has raised more than \$80 million. PassiveLogic plans to collaborate with NVIDIA on digital twins, GPUs and compiler technology.

• **Solo LLC**, a Lehi-based provider of solar sales, proposal and design software, has announced that it has received a minority investment from **Bregal Sagemount**, a growth-focused private equity firm. The amount was not disclosed. Solo said the investment will be used to fuel further growth for Solo within the solar industry and enable the advancement of new technology, adding and attracting talent and enabling the company's milestones in clean energy adoption. Sagemount's investment was led by Pavan Tripathi, Sandeep Swaminathan, Gerald Castaldo and Harrison Boyajian. **Goodwin Procter** served as legal counsel to Sagemount, and **Mayer Brown** served as legal counsel to Solo.

## NONPROFITS

• **Sutherland Institute**, a Salt Lake City-based nonpartisan policy and educational think tank, has added **Howard M. Headlee** to its board of directors. Headlee is president and CEO of the Utah Bankers Association, where he has served for over 25 years. In addition to his work in the banking industry, Headlee founded one of the largest charter public schools in Utah, and in 2012 he was appointed by Gov. Gary Herbert to serve on the Utah State Charter School Board, where he served as chairman until he retired in 2016. He now serves on the advisory board for the Center for the School of the Future. Headlee also has served in various community roles throughout the years.



Howard Headlee

## PARTNERSHIPS

• **Accuracy**, a Paris-based advisory firm, and **Causality Link**, a Sandy-based financial information technology provider, have announced a partnership agreement to enrich certain areas of Accuracy's strategic advisory services with the information produced by Causality Link's platform. Causality Link's AI-powered

platform analyzes more than 120 million texts globally in real time to identify explicit cause-and-effect statements.

## PHILANTHROPY

• **Rizepoint**, a Salt Lake City-based company offering software focused on food safety, quality management and compliance, has donated 200 bags of food to **Willow Canyon Elementary School** to support their new "Principal Pantry" initiative, which sends home weekend food bags for children that are food-insecure. RizePoint purchased and assembled bags of healthy, non-perishable foods. The school needs 20 bags of food per week to feed needy students. RizePoint's donation of 200 bags will feed those children for the next 10 weeks. RizePoint also donated small toys in these bags. Willow Canyon is part of the Canyons School District, which RizePoint has supported since 2016.

• Members from the **Policy Project/Utah Period Project** and **Aunt Flow** recently hosted Utah's first "Period Party" to pack nearly 3,000 period packs of menstrual products to distribute to students in lower-income areas and nonprofit organizations that support youth in need. The event at Twenty & Creek in Sandy gathered more than 250 of the organization's student ambassadors to celebrate the success of free, quality period products in public schools. The period kits are to be donated to schools and also to nonprofits throughout the state to distribute to those in need.

## RECOGNITIONS

• **PCF Insurance Services**, a Lehi-based national insurance brokerage, has been

named a top 20 insurance broker on *Business Insurance's* "2022 Top 100 Brokers of U.S. Business" list. The list, which ranks companies by their 2021 brokerage revenue generated by U.S.-based clients, identifies the highest-grossing companies in the insurance industry. The company also placed within the top 15 on *Insurance Journal's* "2022 Top 100 Property/Casualty Agencies" list, which ranks companies by total property and casualty agency revenue. With 2021 revenue of \$590 million, PCF Insurance increased its *Business Insurance* ranking from No. 27 last year to No. 20 in 2022. The *Insurance Journal* ranking was No. 20 last year and No. 13 in 2022.

• **MX Technologies Inc.**, a Lehi-based company focused on open finance, has announced the recipients of the **2022 MX Innovator Awards**. The annual awards honor financial institutions and fintechs using financial data to deliver innovative digital and mobile money experiences to consumers. Winners include for Connectivity, **Everyware**; Data, **Achieve** (formerly Freedom Financial Network); Experience, **First Hawaii Bank**; and Valued Partner, **NCR**. MX earlier had announced that **USAA Federal Savings Bank** earned **Open Finance Partner of the Year**.

## SERVICES

• **Dwellify**, a new digital-first kitchen and bathroom home remodeling service, has announced that its service is now available in Utah. Dwellify's one-stop-shop process combines features such as a free, AI-powered design quiz; an HD room visualizer tool; and a mobile app to guide homeowners through a step-by-step process for remodeling.

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# Business Tech

## Keeping your information safe: The dangers of using public Wi-Fi

Public Wi-Fi is convenient, but is it safe? Forty-five percent of working adults in America think so. The truth about connecting to free Wi-Fi hotspots in coffee shops, libraries and other public places isn't always straightforward.

While the risks of using public Wi-Fi often get blown out of proportion, there are some real dangers to consider.

### What Information Gets Exposed When Using Public Wi-Fi?

When you use public Wi-Fi, you're inadvertently exposing yourself to several risks. Your personal information, including passwords and financial data, is vulnerable to interception by third parties.

Your device's MAC address and IP address are also visible to the network. With this information, you are trackable. While most reputable networks don't do this, being aware of the risks involved in using public Wi-Fi is still important.

Additionally, your device can get infected with malware if you connect to an unsecured network.

### How Can Hackers

### Use Your Information?

The networks you connect to can track your movements and activities. A script kiddie or an advanced attacker may misuse and abuse your device.

Once a hacker finds your personal information, they can use it to access your accounts, make fraudulent charges or even sell it to other criminals.

Examples of malicious hacking activities include:

- Malware and keylogger insertions.
- Hijacking to perform DDS (Distributed Denial of Service) attacks.
- Cryptocurrency mining.
- Accessing other sites or services on the network.

Most people don't realize how easily hackers can access their personal information when using public Wi-Fi. Hackers often set up fake Wi-Fi networks that look legitimate but are actually just a way for them to steal your data.

### How to Protect Yourself When Using Public Wi-Fi

There are a few key ways to

keep your information safe when using public Wi-Fi. Make sure to follow these tips for more peace of mind when using a shared Internet connection.

1. Don't enter personal information. One way to protect yourself when using public Wi-Fi is never entering any personal information. Likewise, don't make online purchases while connected, either.

Your personal information includes your name, email address, home address, financial information and passwords.

Also, don't use a public Wi-Fi connection to update your apps or security software.

2. Use a VPN (Virtual Private Network). If you absolutely must access sensitive information over a public Wi-Fi connection, a VPN is essential. VPNs help protect your data from getting stolen or hacked.

A VPN service encrypts your traffic and creates a secure tunnel between your device and the server. This encrypts the traffic between your device and the connection you're joining. Since no one can see what you are doing online, it's difficult for third parties to intercept your data.

3. Don't connect to unknown

networks. Always check with the business you're visiting before using their public Wi-Fi. Don't join a random public Wi-Fi network without knowing anything about it. For example, ask the manager or employee for the Wi-Fi password if you are at a coffee shop. If they don't know, look for a Wi-Fi sign posted inside. If neither is a success, skip it.

Also, if possible, use a secured network.

4. Keep your firewall turned on. Most public Wi-Fi networks aren't secure, meaning anyone can access them. In addition, they don't usually have a firewall in place, either. In these cases, any malicious actor who is on the same network as you can try to exploit vulnerabilities in your system.

Because of this, always keep your firewall turned on while connecting to a free Wi-Fi network. A firewall works by monitoring incoming and outgoing traffic and blocking or allowing connections based on a set of rules.

It's possible to configure your firewall to block all incoming connections, only allow trusted connections or somewhere in-

between. Adjust your firewall settings depending on the level of security you need. This is just one more form of added protection to help prevent malicious attacks.

5. Don't use public USB charging stations. While this last tip isn't specifically related to public Wi-Fi, it's just as important in protecting your device from cyber criminals and hackers.

Those public USB charging stations seem harmless, but hackers can modify them to install malware into your gadget or steal your personal information. Once you plug in, it's too late. Bring your own charger and find a power outlet instead. Another option is having a portable power bank on hand for a quick and easy recharge.

Public Wi-Fi doesn't have to be scary, but it is something that users should be cautious of before automatically connecting wherever they go. By following some simple steps to protect your device and your data, you can enjoy the convenience of public Wi-Fi without worry.

Bahar Ferguson is the president of Wasatch I.T, a Utah-based IT company for small and mid-sized businesses.



BAHAR FERGUSON

## TYSON

from page 2

will be a leader that others want to work for."

Why is this true? Because it requires leaders to become competent and trustworthy relationship-builders. It tends to shift the focus from an inherently self-centered authoritarian posture to a more compassionate appreciation for the situations, challenges and ideas of others. As leaders sincerely strive to build the trust of those with whom they work, a natural reciprocation occurs.

The late Stephen R. Covey referred to this relationship-building process as "making deposits to the emotional bank account." In his best-seller, *The 7 Habits of Highly Effective People*, he defined an emotional bank account as one's relationship with another. He explained, "By proactively doing things that build trust in a relationship, one makes 'deposits.' Conversely, by reactively doing things that decrease trust, one makes 'withdrawals.' The current 'balance' in the emotional bank account will determine how well two people can communicate and problem-

solve together."

In my job at Avery, I found that by purposely making deposits to the emotional bank accounts of others, they gradually became strong supporters of the things for which I was responsible. I have continued to find this to be true throughout my career. Even so, occasionally I have had clients who have expressed doubts about the efficacy of this approach. They have suggested three fundamental flaws:

**1. There are times when authority must be employed to get the job done.** I readily agree with this. When the house is on fire, you don't request evacuation, you demand it. But most of the time, the house is not burning. I strive to employ my authority no more than 10 percent of the time — less if possible.

**2. This seems manipulative; isn't it better to be honest regarding the demands for performance?** This is a fair observation — if your intentions are manipulative. However, if you sincerely care about those with whom you work, you will extend compassion and appreciation to them unconditionally. Their reciprocation will then come naturally.

**3. I know what needs to be done; engaging with others without clearly demanding action is terribly inefficient.** My experience, both personally and with most of my clients, has been the opposite of this. By relying on our mutually respectful relationships, more collaboration has occurred, problem-solving has been enhanced and both effectiveness and efficiency have been achieved.

Over my career of over nearly five decades, I have learned that leadership has required me to "own" the job, to recognize that I must not shrink from responsibility to lead and pursue the outcomes required of me.

This isn't too tough when things are going well, but like virtually every leader, I have had times that have tested my mettle. It is during those episodes that it becomes very tempting to blame others for problems or to shrink from my responsibility. It has been equally tempting to exercise my authority in a demanding and tyrannical fashion. On the other hand, when I have followed Bob's wisdom, I have always found success.

I have learned that the best

leaders shoulder their responsibility wisely, showing up consistently and owning inevitable challenges, problems and opportunities. They recognize that the exercise of authority is a weapon to be used very infrequently and never with anger. While recognizing that the buck will indeed

stop with them, they liberally share problems, opportunities and challenges with others.

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





# 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. 4, 7:30-10:30 a.m.**

**Jordan Education Foundation Sixth Annual Southwest Salt Lake County Economic Summit.** Speakers include Phil Dean, chief economist, Kem C. Gardner Policy Institute; Alan Matheson, executive director, Point of the Mountain State Land Authority; Brandon Fugal, chairman, Colliers International; Brad Holmes, president, Larry H. Miller Real Estate; and Bart Forsyth, general manager/CEO, Jordan Valley Water Conservancy District. Location is Jordan Academy for Technology and Careers (JATC) South Campus, 12723 S. Park Ave. (2080 W.), Riverton. Free. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

## **Oct. 4, 8:30-11:30 a.m.**

**KeyBank Business Accelerator**, a South Valley Chamber of Commerce event with sessions taking place through Dec. 13. Oct. 4 event is "Sales." Presenter is Ralph Little, founder and CEO of a nationwide financial services company. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Series cost is \$750 for chamber members, \$1,000 for nonmembers. Details are at [southvalleychamber.com](https://southvalleychamber.com).

## **Oct. 4, 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/>.

## **Oct. 4, 10-11 a.m.**

**"Colorado River Water Flow and Business Impact" Webinar.** Speakers are Jody Williams (moderator), partner, Holland & Hart; Joel Ferry, acting executive director, Utah Department of Natural Resources; Amy Haas, executive director, Colorado River Authority of Utah; and Gene Shawcroft, chair, Colorado River Authority of Utah. Event takes place online. Free for members. Details are at [slchamber.com](https://slchamber.com).

## **Oct. 4, 11:30 a.m.-1 p.m.**

**"State of the Economy: Economic Perspectives in Utah and Beyond,"** presented by ACG (Association for

Corporate Growth) Utah and TMA (Turnaround Management Association) Rocky Mountain. Speaker is Natalie Gochnour, associate dean, Davis Eccles School of Business at the University of Utah and director of the Kem C. Gardner Policy Institute. Location is Salt Lake City Marriott City Center, 220 S. State St., Salt Lake City. Cost is \$30 for members, \$50 for nonmembers. Details are at <https://www.acg.org/utah/events/acg-utahtma-state-economy-economic-perspectives-utah-and-beyond>.

## **Oct. 4, 12:15 p.m.**

**"Business in Guatemala,"** a World Trade Center Utah event featuring an opportunity to welcome Ambassador Alfonso Quiñonez and learn about Guatemala's cultural heritage, natural resources and diverse free-trade opportunities. Location is World Trade Center Utah, 60 E. South Temple, Suite 300, Salt Lake City. Cost is \$15. Details are at <https://wtcutah.formstack.com/forms/guatemala>.

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

**Wasatch Innovation Network Venture Summit**, an invitation-only event that will gather the next generation of Utah entrepreneurs alongside mentors, investors and stakeholders from Utah's entrepreneur community. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Cost is \$120. Details are at [slchamber.com](https://slchamber.com).

## **Oct. 5, 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).

## **Oct. 5, 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/>.

## **Oct. 5, noon-2 p.m.**

**"Workforce Readiness: The Hiring Process,"** 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, Room 808, 1301 N. 600 W., Logan. Cost for the series is \$90. Details are at [cachechamber.com](https://cachechamber.com).

## **Oct. 6-7**

**WeGOLF and WeROC Events**, hosted by VentureCapital.Org. Inaugural WeGOLF nine-hole scramble, dinner and awards ceremony take place Oct. 6, 2-8 p.m. Dinner spokesperson is Utah Valley University President Astrid Tuminez. Location is Thanksgiving Point Golf Club, Lehi. Sixth annual WeROC (Women Entrepreneurs Realizing Opportunities for Capital) Conference takes place Oct. 7, 8 a.m.-5 p.m. Ten female-founded companies will pitch for funding and four panels will discuss relevant capital-related topics. Keynote speaker is Fernanda Bohme Birkeland, co-founder of clothing store Bohme. Location is Little America Hotel, 500 S. Main St., Salt Lake City. Details are at [VentureCapital.Org](https://venturecapital.org).

## **Oct. 6, 7:30-9 a.m.**

**"State of Education in Utah Valley,"** a Utah Valley Chamber event. Speakers are Astrid Tuminez, president of Utah Valley University, and Kevin Worthen, president of Brigham Young University. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Free, but registration is required. Details are at [thechamber.org](https://thechamber.org).

## **Oct. 6, 9-10 a.m.**

**Morning Speaker Series**, an Ogden-Weber Chamber of Commerce event that takes place online via Zoom. Free for chamber members and first-time guests. Details are at [ogdenweberchamber.com](https://ogdenweberchamber.com).

## **Oct. 6, 9-10:30 a.m.**

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

## **Oct. 6, noon-2 p.m.**

**"Lunch & Learn: Mental Health in the Workplace,"** a Cache Valley Chamber of Commerce event that is part of a four-session series. Oct. 6 event is "QPR (Question, Persuade, Refer) for Suicide Prevention." Location is CAPSA Training Room, 308 W. 1000 N., Logan. Details are at [cachechamber.com](https://cachechamber.com).

## **Oct. 6, noon**

**Webconference**, an IT Leaders Association event that is available live and both recorded and summarized for later viewing. Speaker is NJ Robinson, IT director, Air Force. Details are at <http://IT-Leaders.org>.

## **Oct. 6, 6-8 p.m.**

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

## **Oct. 7-8**

**Blade Show West**, a Western knife event featuring exhibits, demos and seminars. Location is Salt Palace Convention Center, 100 S. West Temple, Salt Lake City. Open to the public. Cost is \$20 for a single day, \$35 for a two-day pass. Details are at [www.bladeshowsouthwest.com](https://www.bladeshowsouthwest.com).

## **Oct. 7, 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](https://westjordanchamber.com).

## **Oct. 7, 8:30 a.m.-1 p.m.**

**2022 Business Economic Summit and Training (BEST)**, a Davis Chamber of Commerce event. Speakers include Troy Wood, CEO of Lakeview Hospital, discussing "Rock Your Culture"; Mallory Bateman, senior research analyst at the Kem C. Gardner Policy Institute, discussing "Utah's Ever-Changing Demographics and What It Means for Business"; and Mark Cook, author, innovator and speaker, discussing "Bold Breakthroughs: Unstick Priorities and Pivots." Location is Weber State University Davis Campus, Building D-2, Room 110, 2750 University Park Blvd., Layton. Cost is \$50 for members, \$75 for guests and at the door. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

## **Oct. 7, noon-1:30 p.m.**

**Annual Meeting 2022**, a Salt Lake Chamber event. Theme is "Reignite in the City Lights." Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$75 for members, \$85 for nonmembers. Details are at [slchamber.com](https://slchamber.com).

## **Oct. 7, 6-8 p.m.**

**"First Friday,"** a Utah Black Chamber networking event. Location is The Leonardo Museum, 209 E. 500 S., Salt Lake City. Cost is \$10 for members, \$20 for nonmembers. Details are at [utahblackchamber.com](https://utahblackchamber.com).

## **Oct. 11-13**

**Fall One Utah Summit 2022**, presented by Utah's Center for Rural Life and hosted by

Gov. Spencer Cox. Event will showcase why Utah is continually the country's most resilient state and how its rural communities are well-positioned to thrive domestically and internationally. Activities include networking opportunities, breakout sessions, an entrepreneurial business challenge and more. Leadership Day is Oct. 13 and includes a keynote address, breakout sessions focusing on leadership topics, and skills development opportunities hosted by the Southern Utah University Community and Professional Development team. Location is Southern Utah University, Cedar City. Summit cost is \$399. Cost for Leadership Day is \$125. Details are at <https://oneutahsummit.com/>.

## **Oct. 11, 7:15-9 a.m.**

**Breakfast Meeting**, an ACG (Association for Corporate Growth) Utah event that is part of its 2022-23 Breakfast Speaker Series. Speaker is Robert Spendlove, senior vice president and the economic and public policy officer at Zions Bank. Location is Zions Bank Founders Room, 1 S. Main St., 18th floor, Salt Lake City. Free for members, nonmember discount for the first two breakfast meeting attendances is \$30, nonmember price after attending two meetings at the discounted rate is \$45. Details are at <https://www.acg.org/utah/events/october-11-breakfast-meeting-robert-spendlove>.

## **Oct. 11, 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](https://wbcutah.org).

## **Oct. 11, 9-11 a.m.**

**"Pay the IRS Less Without Going to Jail,"** a Small Business Development Center (SBDC) event that takes place online. Cost is \$10. Details are at <https://clients.utahsbdc.org/events.aspx>.

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

**Professional Growth Series**, a ChamberWest event. Speaker Hillory Dahle, life design coach, will discuss "Five Steps to Stillness." Location is Residence Inn, 7558 S. Plaza Center Drive, West Jordan. Cost is \$25 for members with advance registration by Oct. 5, \$35 thereafter and for nonmembers. Details are at [chamberwest.com](https://chamberwest.com).

**CALENDAR**

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**Oct. 12, 8-10 a.m.**

**“Going Global: Understanding Your Options for International Expansion,”** a World Trade Center Utah event in partnership with GPS Capital Markets and Tanner LLC. Event will focus on best practices and dispelling some of the misconceptions surrounding global opportunities. Speakers are Simon Gleeson, a partner at Blick Rothenberg; David Bates, a partner at Taylor Wessing; Hared Van Orden, a vice president of sales and trading with GPS Capital Markets; and Derek Drysdale, an international tax partner at Tanner LLC. Location is GPS Capital Markets, 10813 S. River Front Parkway, Suite 400, South Jordan. Free. Registration can be completed at Eventbrite.com.

**Oct. 12, 9:55-11 a.m.**

**“Increase Your Holiday Sales with Google Tools,”** a Women’s Business Center of Utah event, in partnership with Grow with Google. Event takes place online via Zoom. Free. Details are at wbcutah.org.

**Oct. 12, 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.

**Oct. 12, noon-1 p.m.**

**“How to Evaluate Utah Small Business Health Benefits in 2023,”** presented by the Park City Chamber/Bureau and LegUp Health. Event takes place online. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

**Oct. 12, 4-5 p.m.**

**Venture Capital Collab,** a Utah Black Chamber event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at utahblackchamber.com.

**Oct. 12, 5-7 p.m.**

**“Business After Hours,”** an Ogden-Weber Chamber of Commerce event. Location is The Insurance Center, 1741 N. 2000 W., Farr West. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

**Oct. 13, 11:30 a.m.-1:30 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.

**Oct. 18, 8 a.m.-1:30 p.m.**

**“SOURCE: South Valley Small Business Summit,”** a South Valley Chamber of Commerce event. Theme is “Supercharging Small Businesses.” Morning keynote speaker is Nicole Tanner, founder of Swig. Location is Mountain America Expo Center, 9575 S. State St., Sandy. Cost is \$75 for members, \$95 for nonmembers; cost at the door is \$100 for members, \$125 for nonmembers. Details are at southvalleychamber.com.

**Oct. 18, 8:30-11:30 a.m.**

**KeyBank Business Accelerator,** a South Valley Chamber of Commerce event with sessions taking place through Dec. 13. Oct. 18 event is “Financial Statements.” Presenter is Ralph Little, founder and CEO of a nationwide financial services company. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Series cost is \$750 for chamber members, \$1,000 for nonmembers. Details are at southvalleychamber.com.

**Oct. 18, 9 a.m.-noon**

**“Meet the Money,”** a Small Business Development Center (SBDC) event. Location is the Kaysville SBDC at the Davis Applied Technology Center. Also offered Oct. 20, 1-4 p.m. Registration can be completed at Eventbrite.com.

**Oct. 18, 11 a.m.-1 p.m.**

**Business Women’s Forum 2022: “How to Build a Passion and Purpose-Driven Career.”** Presenters are Karra Porter, who has served as president or managing director, Christensen & Jensen; Leslie Titus Bryant, director of marketing and brand, Spectrum Solutions; and Daniel Hellwig, laboratory director, Intermountain Forensics. Location is Hilton Garden Inn Downtown, 250 W. 600 S., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at slchamber.com.

**Oct. 18, 11:25 a.m.-1 p.m.**

**Leadership Luncheon,** a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$16 for members and \$17 for nonmembers preregistered, \$20 for members and \$22 for nonmembers not preregistered. Details are at cachechamber.com.

**Oct. 18, 11:30 a.m.-1 p.m.**

**Professional Development Series,** a ChamberWest event. Speaker is Mary Crafts, founder of Mary Crafts Inc. Location is

Jordan Valley Water Conservancy Garden Park, 8275 S. 1300 W., West Jordan. Cost is \$25 for members by Oct. 13, \$35 for nonmembers and members registering after Oct. 13. Details are at [www.chamberwest.com](http://www.chamberwest.com).

**Oct. 18, 5-7 p.m.**

**Corporate Tour,** a Utah Black Chamber event. Location is Dyno Nobel Inc., 6440 S. Millrock Drive, Suite 150, Salt Lake City. Details are at [utah-blackchamber.com](http://utah-blackchamber.com).

**Oct. 19-21**

**ImpartnerCON 2022,** an Impartner event. Theme is “Odyssey.” Speakers include Maria Chien, vice president and research director at Forrester; Janet Schijns, CEO of JS Group; and Jared Fuller, founder of PartnerHacker. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Details are at <https://wow.impartner.com/impartnercon22-Splash.html>.

**Oct. 19, 8 a.m.-4 p.m.**

**PTAC Government Procurement Symposium,** presented by the Procurement Technical Assistance Center at the Governor’s Office of Economic Opportunity. Location is Salt Lake Community College’s Miller Campus, 9690 S. 300 W., Sandy. Cost is \$60. Details are at <https://business.utah.gov/event/ptac-government-procurement-symposium/>.

**Oct. 19, 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).

**Oct. 19, noon-2 p.m.**

**“Workforce Readiness: Relationship Management,”** 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, Room 808, 1301 N. 600 W., Logan. Cost for the series is \$90. Details are at cachechamber.com.

**Oct. 19, 5-7 p.m.**

**“Business After Hours Mixer,”** a Park City Chamber/Bureau event. Location is Wasatch Brew Pub, 250 Main St., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

**Oct. 20, Nov. 3, 10 a.m.-1 p.m.**

**“The Utah Economy Master Class: Economic Fundamentals Outlook and Policy Insights,”** a two-day Kem C. Gardner Policy Institute event featuring infor-

mation about Utah economic fundamentals, forecasts and policy insights. Location is Kem C. Gardner Policy Institute, 411 E. South Temple, Salt Lake City. Details are at slchamber.com.

**Oct. 20, 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).

**Oct. 20, 11:30 a.m.-1 p.m.**

**Chamber Luncheon,** a Davis Chamber of Commerce event. Speakers are Kent Anderson, director of community and economic development for Davis County, and Jessica Merrill, tourism director for Davis County. Location is Business Resource Center, Davis Technical College,

450 S. Simmons Way, Kaysville. Cost is \$25 for members, \$35 for guests. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

**Oct. 20, 11:30 a.m.-1 p.m.**

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

**Oct. 20, noon**

**Webconference,** an IT Leaders Association event that is available live and both recorded and summarized for later viewing. Speakers are Douglas Maulbetsch, worldwide leader of enterprise and SaaS solutions, DXC Technology; Kevin Grogg, assistive technologies service owner, EY; and Chad Heath, IT operations manager, Coca-Cola. Details are at <http://IT-Leaders.org>.

see **CALENDAR** next page**EDCUTAH**

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tinue to be a great place for doing business.”

The fourth annual survey also indicates that most of those surveyed find that operating in Utah has improved the past two years, compared to those who say it has worsened; the majority indicate they would expand their headcount or real estate during the next year or two; and a large majority is pleased with the quality of the Utah workforce.

Respondents from companies started in Utah give Utah a slightly higher overall score than companies that moved to the state, Farr said. “That also flipped from last year,” she said. “It’s usually been where companies that have moved to Utah experienced more satisfaction.”

Farr suspected perceptions likely did not change but instead were the result of a small survey sample size.

The survey shows that the top two factors driving Utah’s favorable ratings are business and tax climate and geography for distribution. Ninety-five percent of companies believe the quality of Utah’s workforce is the same or better than other regions.

Thirty-two percent of respondents indicate their opinion of doing business in Utah has improved over the past two years, 46 percent say it has stayed the same, and 22 percent say it has gotten worse. “We find that to be a positive as well,” Farr said of the majority expressing improvement or remaining the same.

Sixty-five percent of respondents say they plan to increase

their employee base or real estate during the next 12-24 months. Main areas of focus for them during that time are maintaining or retaining their workforce (82 percent) and training their existing workforce.

Financial services companies are less likely to expand within their county, while outdoor products companies are more likely to expand within their county, the survey showed. Life sciences and outdoor products companies are least likely to expand into a rural community.

Among the most-pressing issues facing the state over the next five to 10 years, respondents cite population growth and talent shortage. Water comes in at No. 3.

“That doesn’t surprise us,” Farr said. “We’ve seen a lot of [expansion] projects in the past year and a half or two who need a lot of water, so that, combined with our drought problems, we’re seeing water becoming very much a top-of-the-mind issue that companies are thinking about.”

EDCUTah recruits companies to Utah and supports and facilitates the growth of existing companies in the state. The “Know the Customer” program, started in 2019, aims to help EDCUTah better understand the challenges and plans of existing businesses and to support their future success in the state. It also provides an “early warning system” to identify Utah companies considering moving jobs outside Utah.

The 2022 survey report is at <https://www.edcutah.org/research-brochures/know-the-customer>.



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## CALENDAR

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### Oct. 20, 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).

### Oct. 20, 1-4 p.m.

"Meet the Money," a Small Business Development Center (SBDC) event. Location is the Kaysville SBDC at the Davis Applied Technology Center. Also offered Oct. 18, 9 a.m.-noon. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

### Oct. 20, 5-7 p.m.

"Business After Hours," a Salt Lake Chamber event. Location is The Trolley Studio, 602 E. 500 S., No. D247, Salt Lake City. Free for members and \$30 for nonmembers before Oct. 18; \$20 for members and \$40 for nonmembers thereafter. Details are at [slchamber.com](http://slchamber.com).

### Oct. 21, 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 non-

members. Details are at [chamberwest.com](http://chamberwest.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, 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. Details are at <https://business.utah.gov/usbc/utah-business-bridge/>.

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

Women in Business, an Ogden-Weber Chamber of 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).

### 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 "How Do We Attract and Retain 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.



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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. 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).

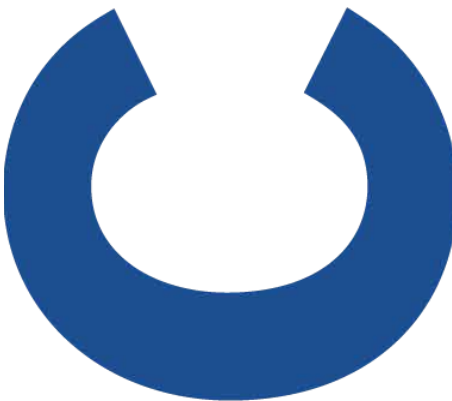
### Oct. 27, noon-1 p.m.

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. 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).



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