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## Vets, ex-cons: An untapped labor pool

**Brice Wallace**  
*The Enterprise*

It might seem unusual to find commonalities between military veterans and ex-convicts.

But a recent employer seminar found both groups to be among an untapped labor pool where Utah businesses can find the workers they need. In a state with a critically low unemployment rate and thousands of open positions, companies can turn to both those who have served their nation

and those who have served time.

"I think it's hard for everybody in the public or private or any sector, any industry, to recruit and retain talent right now. A lot of folks would think that's a good problem to have, but ... maybe for about a week," Yvette Woodland, service area director for Wasatch Front South (Salt Lake and Tooele counties) for the Department of Workforce Services, said at the "Better Your Business" Employer Seminar, presented by the department's Workforce Development Division and the Wasatch Front South Employer Connection Advisory Board.

Utah companies are competing for potential workers, she said, "which lends to some creative solutions and thinking outside of the box and considering some avenues that you may not be familiar with or you may not have considered before."

Among those who should be considered, speakers said, are "second-chance

**see LABOR POOL page 23**



*Luigi Resta, president and CEO of rPlus Energies, points toward the Three Peaks Solar project adjacent to the planned Appaloosa Solar I installation in Iron County during groundbreaking ceremonies for the new 200-megawatt installation.*

## Ground broken on rPlus Energies' 200MW Iron County solar project

Salt Lake City renewable energy developer rPlus Energies has begun construction of the 200-megawatt Appaloosa Solar 1 project in Iron County. This project is the largest in Utah to reach this milestone.

The project is being built adjacent to the 80-megawatt Three Peaks Solar project that was completed in 2016 and was developed by the same leadership team that now heads rPlus Energies.

"We are proud to be back in Iron County with a third project, the largest to date," said Luigi Resta, rPlus Energies' president and CEO. "Iron County has been a fantas-

tic, supportive community and we are happy to continue our approach to build in Utah, by Utah and for Utah with this project."

Greenbacker Capital Management a Portland, Maine-based renewable energy asset manager, has invested in Appaloosa Solar 1. The transaction represents the latest collaboration between a Greenbacker affiliate and rPlus Energies who recently developed, built and commissioned the 80-megawatt Graphite Solar project in Carbon County.

**see SOLAR PROJECT page 22**

## Consumers feel a little better in Oct.

Utah's consumer sentiment index score rose from 63.9 in September to 66.0 in October, according to results from the Kem C. Gardner Institute's Survey of Utah Consumers released recently. Utahns scored near 100 on the index prior to the onset of the COVID-19 pandemic early in 2020.

A similar survey by the University of Michigan found sentiment rose slightly from September (58.6) to October (59.9) among Americans as a whole.

"The Gardner Institute has now measured Utah consumer sentiment for 25 consecutive months," said Phil Dean, Gardner Institute chief economist. "Increases in both the state and national indices suggest a slightly better consumer outlook heading into the holiday season."

The Utah Consumer Sentiment Survey uses comparable questions to the University of Michigan's Survey of Consumers, which polls the nation as a whole to arrive at its index number. Both surveys include a random sample of consumers, including demographic questions to assess the representativeness of the sample.

Utah's survey of includes five questions concerning current and expected future economic conditions. These questions are identical to those included in the University of Michigan's survey. Two of these questions refer to business or economic conditions in the country as a whole (rather than in one's home state, for example). The Gardner survey supplements these two questions with alternative versions that refer to the state of Utah rather than the whole United States.



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## Foundation endows UofU School of Computing

The University of Utah has announced a \$15 million donation from the Kahlert Foundation to provide support for the university's School of Computing. The donation will establish an endowment to provide the school with flexible, long-term funding that will expand student support, bring in top faculty and accelerate industry collaborations. In recognition of the gift, the university will rename the school in collaboration with the Kahlert Foundation.

The Kahlert Foundation is a Sykesville, Maryland, philanthropic organization that provides funding mainly in Maryland and Utah in the areas of healthcare, education, youth programs, veteran organizations and human services.

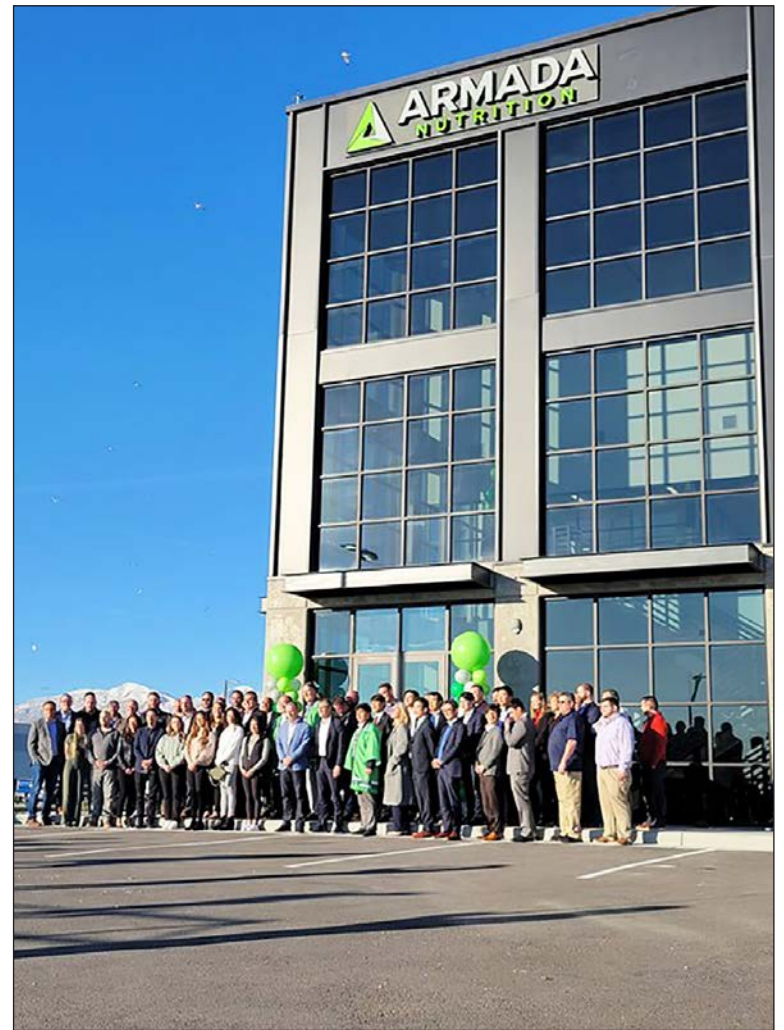
It was established in 1991 by Bill Kahlert, a philanthropist and co-founder of Evapco Inc.

"The University of Utah's computer science program is a legendary strength of both the school and the state and we wanted to do our part to help that legacy continue," said Heather Kahlert, vice president of the Kahlert Foundation and a University of Utah alumna. "Our foundation is passionate about the value of STEM in improving lives and building for the future and helping to ensure ongoing generations of diverse, top-level computer scientists in Utah is right in line with our mission."

"The University of Utah is a pioneering program in computer

science and its deep value is clear in the fact that computer science has become the single largest major on campus," said Taylor Randall, president of the University of Utah. "This generous gift from the Kahlert Foundation will ensure that the foundation and the School of Computing will continue to lead innovation and build the workforce that will continue to drive tech in Utah and around the world."

"The Kahlert Foundation's gift is timely as it will amplify our efforts to make our computing program welcoming and inclusive, through support for student success programs and faculty development," said Mary Hall, professor and director of the School of Computing.



*Armada Nutrition, a Spring Hill, Tennessee, contract manufacturer specializing in powder applications, has opened its new Salt Lake City manufacturing facility. The 438,000-square-foot plant, located in Salt Lake City's Northwest Quadrant, will specialize in nutraceutical powder blending and bottling. The production facility has received NSF and NSF for Sport certifications, meaning it meets standards set by the National Sanitation Foundation for cleanliness and safety for the products it produces. Armada Nutrition was founded in 2015 by Prinova, an Illinois company that provides ingredients, flavors, nutrient premixes and value-added solutions to the food, beverage and dietary supplement industries. Prinova President Don Thorp commented on the opening, "Now more than ever, our customers are interested in reliability, safety and quality in their supply chain, and this new facility will allow us to continue to deliver on that expectation."*

## Ohio's GNCO Inc. acquires Intermountain Lift Truck

GNCO Inc., a New York, Ohio-based parent corporation of several material handling companies across the United States, has acquired Salt Lake City's Intermountain Lift Truck. Details of the transaction, which closed on Nov. 1, were not disclosed.

Intermountain Lift Truck will remain under local management GNCO, said in a release.

"We are excited to have Intermountain Lift Truck become a part of our organization, as they have an incredible family culture," said Matt Adams, president of GNCO. "As part of this acquisition, Intermountain Lift Truck

will utilize GNCO resources to enhance the business."

"The Intermountain Lift Truck team is excited for this partnership with GNCO," said Nick Williams, vice president of Intermountain Lift Truck. "We look forward to the exponential growth that this partnership allows for our team to support our clients."

Founded in 2003, Intermountain Lift Truck is one of the largest material handling equipment companies in Utah, specializing in aftermarket replacement parts, support and service for all makes and models of forklifts.

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# Qualtrics research discovers consumer trends that will shape coming years

Consumers are increasingly seeking a human connection in their interactions with brands, according to the Qualtrics 2023 Global Consumer Trends Report. In fact, the Provo firm's research found that talking to a helpful, empathetic service agent matters more to customers than having a short wait time.

Qualtrics' XM Institute surveyed more than 33,000 consumers across 29 countries to understand what is driving the current consumer mindset as the economy pushes people to make tough decisions on where and how they spend their money. Revenue is on the line as companies scramble to hold on to their customers and attract new ones. Qualtrics research shows that customers who rate their interaction as a 5-star experience are more than twice as likely to buy more from a company as customers who had a 1- or 2-star experience.

"The human desire to be heard and understood is univer-

sal, especially in today's digital world," said Bruce Temkin, head of Qualtrics XM Institute. "With all of the economic, political and medical uncertainties over the next couple of years, organizations need to get even better at recognizing and responding to shifts in what customers are thinking and feeling to retain their loyalty."

The report said that the consumer trends that will shape 2023 are:

- Consumer loyalty will be won through personal connections, not pure efficiency.
- Brand switching is likely to increase as consumer patience runs out.
- Unstructured feedback will gain importance for understanding consumers' changing needs.

In tough economic environments, hitting metrics can take on increased importance for companies to justify their budgets, but organizations can't afford to lose sight of the overall customer ex-

perience by focusing solely on operational goals.

In fact, treating consumers like humans carries more value than pure operational efficiency during customer interactions:

- A personable service agent has a bigger impact on consumer satisfaction than a short wait time.
- When a consumer talks to an empathetic agent, they are 5.2 times more likely to be happy with the overall experience than consumers who were not satisfied with how empathetic the agent was.
- By contrast, consumers with a short wait time were 2.7 times more likely to be happy with the overall interaction than those dissatisfied with their wait times.

Efficiency still has a very important place in the consumer experience and there are tasks that people would rather do on their own instead of talking to a company representative. For example, 63 percent of people want to book airline tickets without talking to the airline. Organizations will need to understand what their customers want in a given situation to leave them with a positive

experience.

So far, consumers have been relatively forgiving of challenges brought on by staffing challenges, but that patience may run out as their own wallets feel the impact of the economy. During the Great Recession, 38 percent of consumers switched brands and it may take only a single negative interaction. As consumers think more carefully about their spending, companies who exceed expectations with how they listen, understand and act on customers' needs can build long-term loyalty in a down market.

More than half (55 percent) of consumers say they've had customer service issues go unresolved, and 36 percent are unhappy with the empathy they received from a customer service agent. This is an opening for organizations to exceed expectations and win loyalty. When consumers had a 5-star experience, they were three times more likely to both trust and recommend a company than if they had a bad experience.

Nearly two-thirds (63 percent) of consumers say companies need to do a better job of listening to them — unchanged

from last year, showing that there is still room for improvement. One way companies can improve their listening is by using context clues from chats or other qualitative responses to understanding a consumer's specific situation and how to respond appropriately in real time. Looking at this type of feedback also identifies opportunities to introduce changes that benefit the entire consumer population.

Consumers are talking about brands on social media and in reviews and companies can tap into this trove of feedback to better understand their customers and address their needs.

The Qualtrics 2023 Global Consumer Trends Report can be found at the company's website, [www.qualtrics.com](http://www.qualtrics.com).

## SecurityNational sells mortgages

SecurityNational Mortgage Co., a wholly owned subsidiary of Security National Financial Corp. of Salt Lake City, has sold substantially all of its mortgage servicing rights to PNC Bank of Pittsburgh for approximately \$89.7 million. SecurityNational said the value of the mortgage portfolio represents an aggregate unpaid principal balance of approximately \$7.05 billion, loans that were previously originated by the company.

"First, to be able to have such a strong and experienced counterparty as PNC Bank in the sale of our mortgage servicing rights was a key factor in our decision to sell," said Scott Quist, CEO and chairman of the board of directors of Security National Financial Corp. "We are fully confident in PNC Bank's ability to service the borrowers with promptness and integrity. Secondly, this sale simply represents an investment decision. We believe we can take the proceeds from this sale and reinvest them at considerably higher rates of return, thus improving our profitability. Thirdly, this sale gives greater liquidity to the company, which we believe will allow us to take greater advantage of market op-

portunities in this environment of increasing interest rates."

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## Corporate Financial Reports

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

### Extra Space Storage

Extra Space Storage Inc., based in Salt Lake City, reported funds from operations (FFO) attributable to common stockholders and unit holders of \$309.7 million, or \$2.16 per share, for the quarter ended Sept. 30. That compares with \$261.7 million, or \$1.85 per share, for the same quarter a year earlier.

The company reported net income attributable to common stockholders of \$220.7 million, or \$1.65 per share. That compares with \$188.3 million, or \$1.40 per share, for the same quarter a year earlier.

Same-store rental revenues totaled \$371.9 million in the most recent quarter, up from \$322.1 million in the prior-year quarter.

Extra Space Storage is a self-administered and self-managed real estate investment trust that owns and/or operates 2,327 self-storage stores in 41 states and Washington, D.C. It is the second-largest owner and/or operator of self-storage stores in the

United States and is the largest self-storage management company in the nation.

"We had another strong quarter, with same-store revenue growth of 15.5 percent and NOI growth of 16.4 percent, despite exceptionally difficult comparables," Joe Margolis, CEO, said in announcing the results.

"We completed the acquisition of Storage Express, a strategic transaction that we believe unlocks another future growth channel in the remotely managed storage category. Our internal and external growth efforts continue to enhance and diversify our platform and portfolio and led to achieved core FFO growth of 19.5 percent."

### Medallion Bank

Medallion Bank, based in Salt Lake City, reported net income of \$18.3 million for the third quarter ended Sept. 30. That compares with \$19.7 million for the same quarter a year earlier.

Net interest income in the most recent quarter was \$43 million, up from \$35.3 million in the year-earlier quarter.

Medallion provides consum-

er loans for the purchase of recreational vehicles, boats and home improvements, along with loan origination services to fintech strategic partners.

"The third quarter was highlighted by moderating loan growth that produced net income of \$18 million on net interest income that was 22 percent higher than the prior year," Donald Poulton, president and CEO, said in announcing the results.

"Loan losses, which were historically low in last year's third quarter, continued to normalize, rising consistent with our historical seasonality but also likely reflecting the pressures of the inflationary environment. Given rapidly increasing deposit costs, we increased interest rates on new loans and expect additional adjustments consistent with actions by the Federal Reserve. Our focus remains on serving our customers with the optimal balance of high tech and high touch so we can deliver superior financial performance."

### SkyWest

SkyWest Inc., based in St. George, reported net income of

\$48.4 million, or 96 cents per share, for the third quarter ended Sept. 30. That compares with \$9.7 million, or 19 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$789.4 million, up from \$744.8 million in the year-earlier quarter.

SkyWest Inc. is the holding company for SkyWest Airlines and SkyWest Leasing, an aircraft leasing company. It serves over 230 destinations throughout North America.

"We continue to experience strong demand for our product, and our operational performance through the busy summer season was strong with 99.9 percent adjusted completion this quarter," Chip Childs, CEO, said in announcing the results. "We were pleased to have finalized new salary scales for our pilots during the quarter and continue efforts to stabilize our crew imbalance."

### Franklin Covey

Franklin Covey Co., based in Salt Lake City, reported net income of \$5.6 million, or 39 cents per share, for the fiscal fourth quarter ended Aug. 31. That compares with \$1.8 million, or 13 cents per share, for the same quarter a year earlier.

Net sales in the most recent quarter totaled \$78.8 million, up from \$68.9 million in the year-earlier quarter.

For the full fiscal year, the company reported net income of \$18.4 million, or \$1.27 per share, which compares with \$13.6 million, or 96 cents per share, for the prior fiscal year. Revenue in the most recent fiscal year totaled \$262.8 million, up from \$224.2 million in the prior year.

Franklin Covey is a performance improvement company that creates, and on a subscription basis, distributes content, training, processes and tools that organizations and individuals use.

"We are very pleased with our outstanding fiscal 2022 results and our stronger-than-expected fourth-quarter performance, which were driven by sustained revenue growth, continued strong gross margins and operational efficiency," Paul Walker, President and CEO, said in announcing the results.

"Our strong fourth-quarter results, combined with the very positive results for the first three quarters of fiscal 2022, resulted in our outstanding full-year re-

sults, which included a 17 percent increase in sales, a 76.8 percent gross margin, a 192 percent increase in operating income to \$23.7 million, and a 51 percent increase in adjusted EBITDA (earnings before interest, taxes, depreciation and amortization) to \$42.2 million."

### Profire Energy

Profire Energy Inc., based in Lindon, reported net income of \$1.2 million, or 2 cents per share, for the third quarter ended Sept. 30. That compares with \$92,246, or zero cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$12.8 million, up from \$6.9 million in the year-earlier quarter.

Profire is a technology company that provides solutions designed to enhance the efficiency, safety and reliability of industrial combustion appliances.

"Our third-quarter results represent the best quarter in the company's recent history, with our highest revenue period since 2014 and highest quarterly net income since the first quarter of 2019," Ryan Oviatt, co-CEO and chief financial officer, said in announcing the results.

"We are pleased with the significant recovery we have been able to demonstrate this year for our business despite the many challenges of today's economy. We remain committed to our strategic objectives of sustainable growth and industry diversification."

"We continue to experience increased levels of interest from our traditional oil and gas customer base resulting from increased drilling and completion, retrofit programs, and other capital projects that were deferred during the pandemic," added Cameron Tidball, co-CEO. "Revenues outside our traditional oil and gas business nearly doubled sequentially this quarter to \$1 million, as we booked orders and completed projects related in the metal manufacturing, heat treating, landfill, food and beverage and renewable natural gas industries."

### LifeVantage

LifeVantage Corp., based in Lehi, reported net income of \$610,000, or 5 cents per share, for the fiscal first quarter ended Sept.



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# How businesses can prepare for consumer behavior changes, higher loan rates

The Federal Reserve is expected to continue raising interest rates in 2022 to counteract inflation. The prospect of rising rates may seem daunting for small-business owners, but so far, the reality may have been less worrisome.

Small businesses' exposure to rising rates may be direct (for example, if you have a loan with a variable rate) or indirect (if your business is affected by changing purchase patterns as consumers react to increased rates). First, let's review the specific risks, then we'll provide some tips for how you can prepare for continuing rate increases.

## Understanding the Risks

- **Direct risk** — variable rate debt: Business owners with variable interest rates on loans or credit will be most affected by

any rate increases. Variable interest rates, also known as floating or adjustable rates, fluctuate over time based on economic conditions. Rate hikes may increase your interest payments on any loans, lines of credit (LOCs), or credit cards with variable rates, and therefore the total you owe on these debts.



MATT BLOYE

- **Indirect risk** — changing consumer spending: In addition, higher interest rates generally mean consumers cut back on spending, opting to save their money to receive higher rates of return. This behavior typically contributes to lower demand for goods and services. Some businesses will benefit from these value-oriented trends; others will need to take steps to shore up their operations.

- **Assess your exposure:** Now is the time to determine which risk, if any, is most relevant to your business. Start by reviewing the terms on your business loans, LOCs and business credit cards to determine whether your rates are fixed or connect with your lender and/or banker.

## Preparing for Rising Rates

- **Tackle outstanding debt with variable rates:** Higher rates mean it will take longer to pay off debt. To prepare, pay off as much of your loans or LOCs as possible. If you can't pay off all debt, try to renegotiate the terms to lock in today's lower interest rates. Also, consider shifting your business and personal credit card balances to cards or loans with lower rates.

- **Shift cash-management strategies:** If you have extra cash on hand, consider moving it into CDs, money market ac-

counts, savings accounts or other instruments that are low risk and benefit from rising rates. These vehicles will accumulate more interest as rates rise.

- **Assess your plans for financing growth:** Higher rates make it more expensive to borrow. As a result, it may be harder to access financing to expand or cover unexpected expenses. Consider seeking fixed-rate loans, such as those backed by the U.S. Small Business Administration (SBA) or another lender, which will protect you from future interest rate increases.

- **Plan ahead for changes in consumer spending:** If your industry is likely to be affected by cutbacks in consumer spending, consider bumping up your marketing efforts, such as targeting your most loyal customers and offering special promotions in order to draw traffic.

As you navigate a changing rate environment, it's even more important than usual to manage your cash flow carefully. Once you've taken these steps to prepare for higher interest rates, remember the potential silver linings. Rates are increasing to slow down inflation and stabilize the economy — both of which are likely to be good for your business in the long run. And while higher rates mean it costs more to borrow money, you'll also receive higher payouts on interest-bearing assets.

Matt Bloye is the Wells Fargo Utah Branch Banking Region director.

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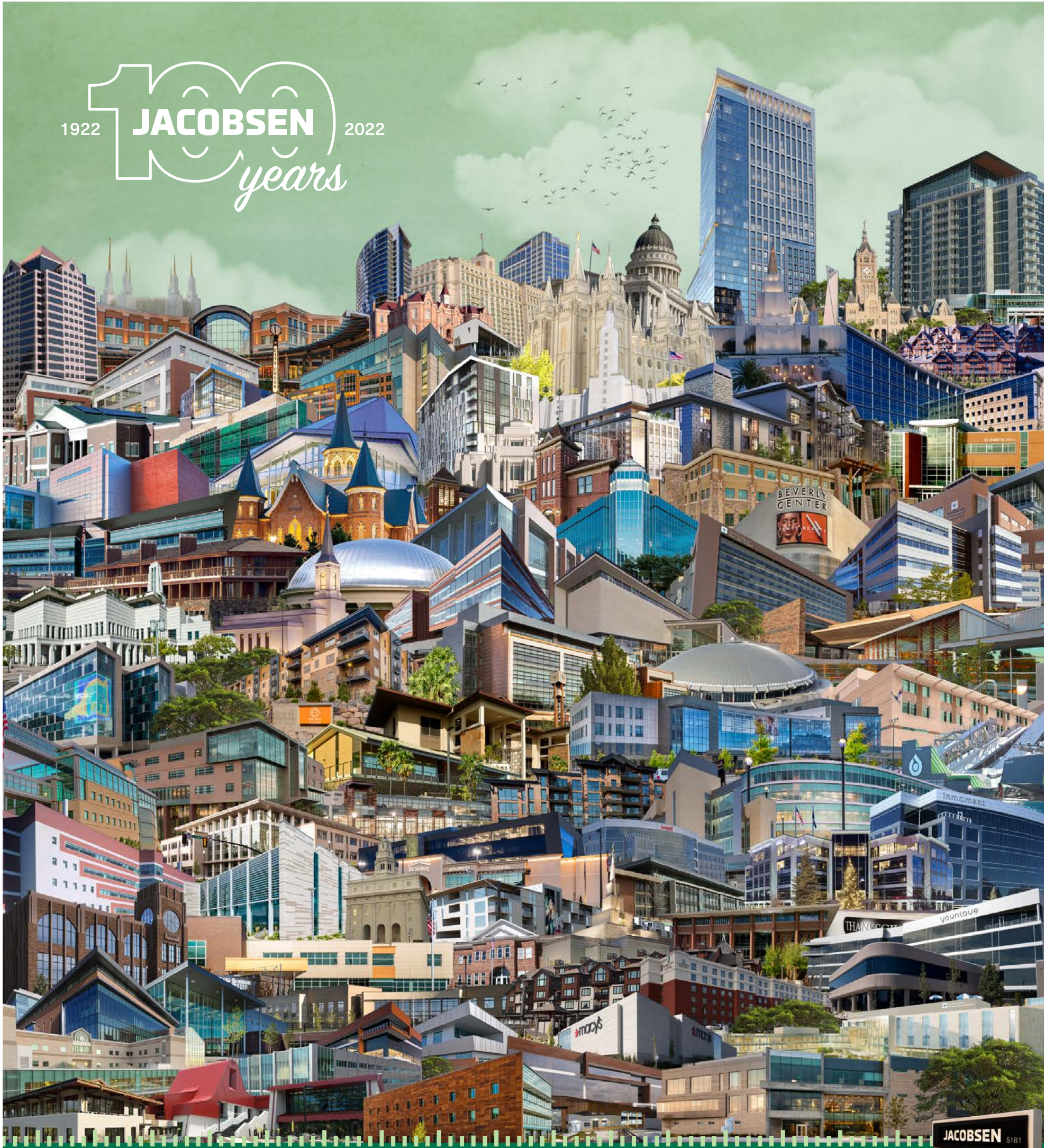
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<b>1 Utah Valley University</b> 800 W. University Parkway Orem, UT 84058	801-863-4636 uvu.edu	41,262	733,433	University	Health & Public Service, Humanities & Social Science, Science, Engineering & Technology, Arts, Business, Education	Astrid S. Tuminez
<b>2 University of Utah</b> 201 Presidents Circle SLC, UT 84112	801-585-5731 utah.edu	35,950	769,324	University	Social Sciences, Business-Marketing, Engineering, Health Professions & Related, Visual & Performing Arts, Psychology, Communication & Journalism	Taylor R. Randall
<b>3 Brigham Young University</b> 150 E. 1200 N. Provo, UT 84602	801-422-4636 byu.edu	35,615	*	Private University	Business, Management, Marketing, Engineering, Biological & Biomedical Sciences, Health Professions & related, Education, Performing Arts	Kevin J. Worthen
<b>4 Weber State University</b> 3848 Harrison Blvd. Ogden, UT 84408	801-626-6000 weber.edu	29,774	*	University	Health Professions; Engineering, Applied Science & Technology; Education; Social & Behavioral Science; Arts & Humanities; Science & Math; Business & Economics; 20 graduate degree programs	Brad Mortensen
<b>5 Utah State University</b> 3535 Old Main Hill Logan, UT 84322	435-797-1000 usu.edu	27,426	*	University	Animal, Dairy & Veterinary Science; Aviation Technology; Biology; Communicative Disorders & Deaf Education; Computer Science; Economics; Elementary Education; Kinesiology; Marketing; Mechanical Engineering; Nursing; Psychology	Noelle E. Cockett
<b>6 Southern Utah University</b> 351 W. University Blvd. Cedar City, UT 84720	435-586-7700 suu.edu	13,611	285,857	University	Business, Management, Marketing; Education; Health Professions; Biological & Biomedical Sciences; Visual & Performing Arts; Psychology	Mindy Benson
<b>7 Utah Tech University</b> 225 S. University Ave. St. George, UT 84770	435-652-7598 utahtech.edu	12,266	235,858	University	Bachelor of Science in Nursing; Certified Nursing Assistant, Bachelor of Business Administration; Bachelor of Communication; Associate of General Studies	Richard B. Williams
<b>8 Snow College</b> 150 E. College Ave. Ephraim, UT 84627	435-283-7000 snow.edu	5,997	128,207	College	General Education, Music, Nursing, Business, Art, Agri-Business, Elementary Educ., Pre-Engineering, Psychology, Software Eng., Natural Resources, Theater	Stacey McIlff (Interim)
<b>9 Westminster College</b> 1840 S. 1300 E. SLC, UT 84105	801-832-2200 westminstercollege.edu	2,215	*	Private University	School of Arts & Science, Bill & Vieve Gore School of Business, School of Education, School of Nursing & Health Sciences	Bethami A. Dobkin
<b>10 Roseman Univ. of Health Sciences</b> 10920 S. River Front Parkway South Jordan, UT 84095	801-302-2600 roseman.edu	555	*	University	Colleges: Medical, Dental, Pharmacy, Nursing, MBA	Dr. Renee E. Coffman President & Co-Founder
<b>11 Columbia College CCIS—Salt Lake</b> 5250 S. Commerce Drive, No. 300 Murray, UT 84107	801-281-6677 ccis.edu/nationwide/ saltlake.aspx	140	1,780	Private, Regionally Accredited	Business Administration, Business Management and General Studies	James Price Director

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# COLLEGES & UNIVERSITIES (MBA PROGRAMS)

Ranked by Total MBA Program Full-time Enrollment



Institution Address	Phone Web	Total MBA Enrollment (Spring 2021)	Number of Classroom MBA Credit Hrs. (Spring 2021)	Number of Online MBA Credit Hrs. (Spring 2021)	Sample of MBA Programs Offered	MBA Program Manager(s)
<b>1</b> Southern Utah University Dixie L. Leavitt School of Business 351 W. University Blvd. Cedar City, UT 84720	435-586-7700 suu.edu	369	426	1,848	Finance, Leadership, Marketing, Healthcare Administration, Business Analytics and Cybersecurity. New emphases coming in 2023 include Project Management, Human Resources, International Business, Hospitality & Tourism, Music Management	Nathan P. McNamee MBA Director
<b>2</b> University of Utah David Eccles School of Business 1731 Campus Center Drive Robert H. & Katharine B. Garff Building SLC, UT 84112	801-581-6836 <a href="https://eccles.utah.edu/programs/mba/professional-mba/">https://eccles.utah.edu/programs/mba/professional-mba/</a>	271	Variable	Variable	Dual & concurrent degrees available in Healthcare Administration, Accounting, Business Creation, Business Analytics, Finance, Information Systems, and Real Estate Development	Xani Haynie Associate Director PMBA & MBA Online
<b>3</b> Utah State University Huntsman School of Business 3535 Old Main Hill Logan, UT 84322	435-797-1000 usu.edu or utahstatemba.com	269	1,227	954	Executive evening broadcast MBA (p/t), executive evening face-to-face (p/t), online MBA (can be completed in 12, 16, 24 months)	Kathy McConkie Associate Director Trenton Bateman Program Manager
<b>4</b> Weber State University John B. Goddard School of Business and Economics WSU Davis Campus 2750 University Park Blvd. Layton, UT 84041	801-395-3519 weber.edu/mba	256*	1,374*	0*	In-class evening MBA program for working adults offered in 36 credit hours for business undergraduates & 54 credit hours for non-business undergraduates. Graduate certificates offered in Contract Management, Aerospace Mgmt., Info. Systems & Technologies using the required 3 or 4 elective 3-credit courses. Annual MBA Study Abroad trip of 10-12 days to various locations is also offered. MBA classes are taught at WSU-Davis Campus.	Shaun Hansen MBA Program Director
<b>5</b> University of Utah David Eccles School of Business 1731 Campus Center Drive Robert H. & Katharine B. Garff Building SLC, UT 84112	801-587-8870 <a href="https://eccles.utah.edu/programs/mba/mba-online/">https://eccles.utah.edu/programs/mba/mba-online/</a>	237	0	Variable	Concurrent degree available in Information Systems	Xani Haynie Associate Director PMBA & MBA Online
<b>6</b> Westminster College Bill & Vieve Gore School of Business 1840 S. 1300 E. SLC, UT 84105	<a href="https://www.westminstercollege.edu/graduate/programs">https://www.westminstercollege.edu/graduate/programs</a>	153* (MBA, MBATC, PMBA)	593*	112*	We offer a traditional MBA program that is taught in the evenings. We also have an MBA Technology Commercialization (MBATC) program and a Project-Based MBA program (PMBA)	Will Shiflett
<b>7</b> Utah Valley University Woodbury School of Business 800 W. University Parkway Orem, UT 84058	801-863-4636 uvu.edu/woodbury/mba	120	36* credit hours to complete	0*— Courses moving to hybrid modality	Marketing, Finance, Management, Technology Management	Alicia Hatfield Graduate Recruitment & Enrollment Manager
<b>8</b> Brigham Young University Marriott School of Management W437 N. Eldon Tanner Building Brigham Young University Provo, UT 84602	801-422-3500 mba.byu.edu	103	64 credit hours	Not Available	We offer 5 different tracks: Entrepreneurship, Finance, Global Supply Chain Management, Marketing, & Strategic Human Resources. Beginning Fall 2022: STEM Management	Dan Snow MBA Director Trevor Peterson MBA Managing Director
<b>9</b> University of Utah David Eccles School of Business 1731 Campus Center Drive Robert H. & Katharine B. Garff Building SLC, UT 84112	801-581-5577 <a href="https://eccles.utah.edu/programs/mba/executive-mba/">https://eccles.utah.edu/programs/mba/executive-mba/</a>	102	12	0	Cohort-based Executive MBA	Eric Brown, Associate Director Executive MBA
<b>10</b> University of Utah David Eccles School of Business 1731 Campus Center Drive Robert H. & Katharine B. Garff Building SLC, UT 84112	801-585-6291 <a href="https://eccles.utah.edu/programs/mba/full-time-mba/">https://eccles.utah.edu/programs/mba/full-time-mba/</a>	95	17.5	0	Concentrations available in: Business Strategy, Marketing Strategy & Analytics. Dual/concurrent degrees available in Information Systems, Business Analytics, Finance, Healthcare Administration, Engineering, Entertainment Arts & Engineering, Law, and Medicine.	Chris Conard Associate Director Full-Time MBA

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# PRIVATE SCHOOLS

Ranked by Number of Students Enrolled Spring Term 2021



	School Name Address	Phone Web	Students Enrolled Spring of 2021	Grades Served	Number of Teachers as of Jan. 2021	Student to Teacher Ratio	2022 Annual Tuition	Top Local Executive(s)
1	<b>Rowland Hall</b> 720 S Guardsman Way, SLC, UT 84108 (K-5): 843 Lincoln St. SLC, UT 84102 (6-12)	801-355-7485 rowlandhall.org	1,030	Preschool to 12 2 campuses	215	10 to 1	\$22,300 K range to \$27,920 12th	Mick Gee Head Master
2	<b>Waterford School</b> 1480 E. 9400 S. Sandy, UT 84093	801-572-1780 waterfordchool.org	1,025	Pre K-12	125	8 to 1	\$26,250	Andrew Menke Head of School
3	<b>American Heritage School (Utah County)</b> 736 N. 1100 E. American Fork, UT 84003	801-642-0055 american-heritage.org	914*	K-12	57*	15 to 1	\$3,960-\$9,717	Grant Beckwith Principal
4	<b>Juan Diego Catholic High School</b> 300 E. 11800 S. Draper, UT 84020	801-984-7650 jdchs.org	630	9 to 12	*	average of 18 to 1	Call school for more information	Dr. Galey Colosimo Principal
5	<b>St. John the Baptist Catholic Elementary</b> 300 E. 11800 S. Draper, UT 84020	801-984-7108 sjbelementary.org	517	Pre K-5	*	2 teachers in every classroom	Call school for more information	Dr. Erin Carrabba SJBE Principal
6	<b>Judge Memorial Catholic High School</b> 650 S. 1100 E. SLC, UT 84102	801-517-2100 judgememorial.com	506	9 to 12	42	12 to 1	Contact school for tuition rates	Patrick Lambert, Principal Louise Hendrikson, V.P.
7	<b>Layton Christian Academy (Davis County)</b> 2352 East U-193 Layton, UT 84040	801-771-5433 lcaeagle.org	500*	Preschool-12	50 f/t; 30 p/t	15 to 1	\$5,900 K-6; \$6,100 Middle; \$6,500 Upper	Greg Miller Administrator
8	<b>The Madeleine Choir School</b> 205 First Ave. SLC, UT 84103	801-323-9850 utmcs.org	465	Pre K, 3-8	54	12 to 1	Variable based on tiered structure to \$9,914	Megan Randazzo Principal
9	<b>The McGillis School</b> 668 S. 1300 E. SLC, UT 84102	801-583-0094 mcgillisschool.com	380	Pre K-8	60	9 to 1	\$16,240-\$17,915	Jim Brewer Head of School
10	<b>J.E. Cosgriff Memorial Catholic School</b> 2335 E. Redondo Ave. SLC, UT 84108	801-486-3197 cosgriff.org	360	Toddler-8	*	*	\$2,565-\$8,319	Lisa Romero Principal
11	<b>Carden Memorial School</b> 1452 E. 2700 S. SLC, UT 84106	801-486-4895 cardenmemorial.com	350	Pre K-8	36	18 to 1	\$5,550-\$10,245	Michelle Goodwin Head of School
12	<b>St. John the Baptist Catholic Middle School</b> 300 E. 11800 S. Draper, UT 84020	801-984-7614 sjb-middle.org	305	6 to 8	*	average of 18 to 1	Call school for more information	Patrick Reeder Principal
12	<b>Intermountain Christian School</b> 6515 Lion Lane SLC, UT 84121	801-365-0370 intermountainchristian.org	305	Pre K-12	38	8 to 1	Range \$5,430- \$12,930	Mitch Menning Head of School
14	<b>Anthem Preparatory School</b> 11100 S. Redwood Road South Jordan, UT 84095	801-254-3882 americanheritage-sj.org	182	Pre K-12	45	10 to 1	\$ 3,300 Pre-K range to \$7,200 9th-12th	Steve Yorgenason School Principal
15	<b>Our Lady of Lourdes Catholic School</b> 1065 E. 700 S. SLC, UT 84102	801-364-5624 lourdesschool.org	151	K-8	17	10 to 1	\$8,320-\$13,396 International	Christine Bergquist Principal
16	<b>Kearns-Saint Ann Catholic School</b> 430 E. 2100 S. SLC, UT 84115	801-486-0741 ksaschool.org	113*	Pre K-8	12*	10 to 1	Average \$7,996	Susan Nakaba Principal
17	<b>Guardian Angel Daycare</b> 300 E. 11800 S. Draper, UT 84020	801-984-7135 guardianangeldaycare.org	100	6 weeks thru Preschool	*	1 to 3, 1 to 5, 1 to 10 per age group	Call school for more information	Agatha Maxwell Director
18	<b>St. Vincent de Paul Parish School</b> 1385 E. Spring Lane SLC, UT 84117	801-277-6702 stvincentsschool.org	*	*	*	*	\$3,880 Pre K- \$7,763	Gary Green Principal

# COMMUNITY & TECH SCHOOLS

Ranked by Number of Undergraduate Students



Institution Address	Phone Web	Number of Undergraduate Students-2021	Number of Full-time Undergraduate Students-2021	Number of Part-time Undergraduate Students	Student credit Hours (Sept. 2018-May 2021)	Largest Programs	President or Chancellor
<b>1 Salt Lake Community College</b> 4600 S. Redwood Road SLC, UT 84130	801-957-4111 slcc.edu	29,517	7,252	22,265	420,945	Pre-Health Sciences, Business, Computer Sciences & Information Systems, Engineering, Psychology, Visual Art, Education, Criminal Justice, Nursing	Deneece G. Huftalin President
<b>2 Ensign College</b> 95 N. 300 W. SLC, UT 84101	801-524-8100 ensign.edu	2,665	1,122	1,543	48,663	Associate of Science, Social Media Marketing, Project Management, Interior Design, Technical Support Engineer	Bruce C. Kusch
<b>3 Provo College</b> 1450 W. 820 N. Provo, UT 84601	877-660-4623 provocollege.edu	657	657	*	*	Nursing	Les Smith Campus Director
<b>4 Eaglegate College-Murray</b> 5588 S. Green St. Murray, UT 84123	801-333-8100 eaglegatecollege.edu	261	261	*	*	Nursing	Christine Anderson Campus Director
<b>5 Eaglegate College-Layton</b> 915 N. 400 W. Layton, UT 84041	801-609-3447 eaglegatecollege.edu	208	208	*	*	Nursing	Todd Smith Campus Director

## APPLIED TECHNICAL COLLEGES (Listed Alphabetically) (Source: Utah System of Technical Colleges Report FY 2019)

Institution Address	Phone Web	Head Count	Satellite Campuses	Number of Part-time Undergraduate Students	Clock Hours of Instruction	Certificate Programs	President or Chancellor
<b>1 Bridgerland Technical College</b> 1301 N. 600 W. Logan, UT 84321	435-753-6780 btech.edu	5,269	Brigham City, Woodruff	N/A	1,211,389	Medical Asst., Automatic Mfg., Welding, Cosmetology, Info Tech, Auto Services, Practical Nursing	K. Chad Campbell President
<b>2 Davis Technical College</b> 550 E. 300 S. Kaysville, UT 84037	801-593-2500 davistech.edu	6,196	Freeport Ctr., Draper, Clearfield, Ogden	N/A	1,535,669	Welding, IG/Cybersecurity, Practical Nursing, Web/Graphic Design, Cosmetology, Auto/Diesel Tech	Darin Brush President
<b>3 Dixie Technical College</b> 610 S. Tech Ridge Drive St. George, UT 84770	435-674-8400 dixietech.edu	2,193	no	N/A	463,149	Digital Media, Electrical, HVAC, Electrical Apprentice, Welding, Auto Tech, Culinary Arts, Nursing Asst.	Jordan Rushton President
<b>4 Mountainland Technical College</b> 2301 W. Ashton Blvd. Lehi, UT 84043	801-753-6282 mtech.edu	5,725	8 in Utah County	N/A	1,551,445	Surgical Tech, Medical Coding, Automated Mfg., CDL, Welding, Culinary Arts, Mobile Devel., Digital Media	Clay Christensen President
<b>5 Ogden-Weber Technical College</b> 200 N. Washington Blvd. Ogden, UT 84404	801-627-8300 otech.edu	6,287	Mercier Campus-BDO Ogden	N/A	1,344,045	Web/Graphic Design, Software Tech or Devel., CAD-Computer Aided Design, Electrical, HVAC, Plumbing, Medical Coding & Billing, Machinist, Indust. Automation, Barbering, Cosmotology, Culinary Arts	James R. Taggart President
<b>6 Southwest Technical College</b> 757 W. 800 S. Cedar City, UT 84720	435-586-2899 stech.edu	2,415	Kanab	N/A	329,721	Computer Science, Culinary Arts, Health Professions, Nursing, Manufacturing, Transportation	Brennan Wood President
<b>7 Tooele Technical College</b> 88 S. Tooele Blvd. Tooele, UT 84074	435-248-1800 ttech.edu	1,227	no	N/A	318,041	Bus. Tech, Software Devel., CNA, PN, GED Test Prep, Math & Reading Comprehension, Cosmetology, Barbering, POST-Police Officer Stds. & Training, CDL, Diesel Tech, Welding	Paul Hacking President
<b>8 Uintah Basin Technical College</b> 1100 E. Lagoon St., No. 124-5 Roosevelt, UT 84066	435-722-6900 ubtech.edu	3,588	Vernal	N/A	496,995	CDL, Civil Drafting Tech, Practical Nursing, Admin. Assistant	Aaron K. Wright President

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# Succeeding in Your Business

## When an LLC makes a 'Subchapter S' election

"I have operated a service business for the past few years as a limited liability company (LLC) and have been quite successful.

"My accountant is recommending that I change my LLC so it's taxed like a Subchapter S corporation. I understand she is trying to save me money on taxes by doing this, but I'm confused by what I'm reading on the Internet. Do I now have to operate as a corporation, with a board of directors, shares of stock

and all that?"

First of all, let me say that if you are relying on the Internet for legal and tax advice, you are certain to end up confused.



Right now, your LLC is being taxed as a partnership (or as a sole proprietorship if you are the sole owner). The LLC does not pay taxes and everything flows through to your personal bottom line; you pay taxes based on your personal tax rate and file Schedule C on your personal Form 1040

each year.

By electing to have your LLC taxed as if it were a Subchapter S corporation, you can elect to take money out of the company as either compensation for your services or as a distribution of corporate profits. Doing this reduces the amount of Social Security (FICA) and Medicare taxes you pay — a significant tax break if your LLC is generating more than \$100,000 per year in income.

You don't have to form an actual corporation to get the benefit of Subchapter S tax treatment. Your LLC can

elect to be taxed as a corporation (by filing IRS Form 8832) and then taking the "Sub S" election (by filing IRS Form 2553) within the first 75 days of your company's tax year (between Jan. 1 and March 15 for a calendar year company).

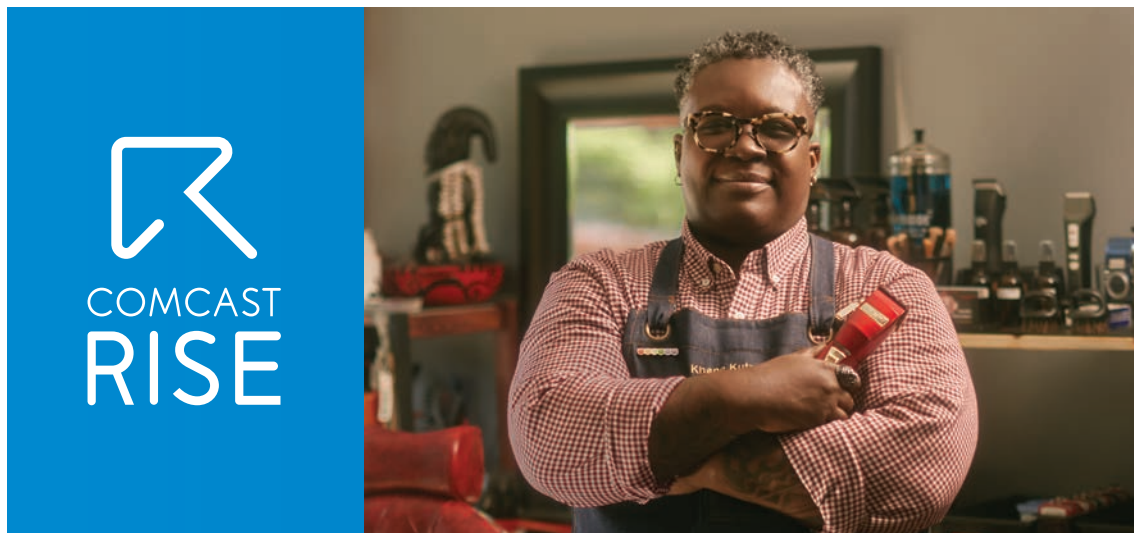
When your LLC elects Subchapter S tax treatment this way, it does not become a corporation for state law purposes. You will not need a board of directors or shares of stock and will not have to follow any of the other corporate formalities (such as drafting corporate resolu-

tions each time you want to do something that is outside of the ordinary course of business). The rights and obligations of your LLC's owners and managers continue to be governed by your state's LLC statute and your LLC operating agreement.

What changes is the way your LLC is taxed and your LLC will now be subject to the many tax rules that apply to Subchapter S corporations. So, for example:

- You will file Form

*continues below*



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1120-S rather than Schedule C, which is due on April 15 each year (the same as your Form 1040).

- You can't have more than one class of LLC membership interest. If an investor wants "preferred stock" in your company, he or she will be out of luck.
- You can't have more

than 100 LLC owners (called "members"). This would rule out any attempt to raise capital via crowdfunding as even a moderately successful offering will leave you with more than 100 investors.

- All of the owners of the LLC must be either U.S. citizens or "green card" holders. You cannot incentivize your key distributor in France or your app developer in Poland by giving them shares in your

company the way you can with an LLC.

If you are running a local service business, then complying with these rules will be a piece of cake. But there are a couple of hoops you will need to jump through.

First, your LLC operating agreement will need to be revised. The tax provisions in that agreement (those relating to how income and loss are allocated to the owners and how distributions of cash and property are handled) were designed for a partnership and will need to be changed to reflect those more commonly found in the shareholders' agreement of a Subchapter S corporation. Your accountant will probably not be comfortable doing this; you will need a lawyer's help here.

Second, your operating agreement needs a provision voiding any transfer of ownership interests that would terminate the LLC's "Sub S" election (for example, an inadvertent transfer by will to a non-U.S. citizen).

Third, you will need to be careful when issuing stock to employees, contractors and others to make sure you aren't creating a prohibited "second class of stock." According to Thomas Riggs, a CPA and tax lawyer with the firm of PKF O'Connor Davies LLP in New York City ([www.pkfod.com](http://www.pkfod.com)), it's OK to give nonvoting shares to employees as long as that (the absence of voting rights) is the only difference between their shares and yours.

Lastly, by taking a "Sub

S" election, your LLC will no longer be able to issue tax-advantaged "profits interests" to employees and contractors enabling them to participate in the company's future growth (see [www.nceo.org/articles/equity-incentives-limited-liability-company-llc](http://www.nceo.org/articles/equity-incentives-limited-liability-company-llc)). You will have to issue them options the same way a corporation would, according to Riggs.

The bottom line: Make sure the tax benefits you will get from the "Sub S" election are worth the cost in both time and dollars of complying with the Sub S rules.

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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# Four tips to help business owners set & adhere to budgets for long-term projects

As a company owner, you are likely constantly planning new projects to pursue. For long-term projects, you might have to select which staff members will work on them, purchase software and other items needed, construct a time-frame outlining milestones to hit by certain dates — and the list goes on. These projects have many elements to consider, but there is one major step you absolutely have to take before anything else: setting a strict project budget to adhere to.

In my own experience as the CEO and founder



of CMA Exam Academy, I have seen firsthand how important it is for businesses to prepare budgets for long-term projects. Here is an overview of why long-term project budgets are pivotal and helpful tips for business owners to keep in mind:

## Why Long-Term Projects Need a Budget

Improving the bottom line should always be a top priority for business owners. If you don't have a project budget, it can be so easy to have a "the sky's the limit!" mindset and spend an outrageous amount of money that can end up hurting your

business' bottom line and financial health in the long run. Having a strict budget will help you and your team decide what costs are absolutely needed to make the project a success, which will keep you all from spending frivolously.

On top of this, having a project budget can also help you and your team adhere to a designated timeline. For example, if your business needs to send items that will be used to manufacture a new product line before a specific deadline, you know you will need to ship the items well before the date so that you don't end up spending a ton of money on overnight shipping (which

can cause the whole project to go way over budget).

If you are looking to set a budget for a new project, make sure to keep these helpful tips in mind:

### 1. Have a meeting for project decision-makers to discuss the budget.

Will the marketing department, customer service department and accounting department all be involved in this project? One department's team lead may have a different idea than another team lead of what the project's total costs will be. For example, a social media team lead may know that the price of a Facebook advertising campaign is way higher than what another

department head thinks it would be. That said, having a meeting for all of the project's decision-makers will give everyone the chance to share their thoughts and come to an agreement on which budget to select.

### 2. Use a cloud-based spreadsheet platform to list essential expenses.

Trust me, it is so easy to forget about minor project costs that can add up and cause you to go way over the total amount you thought the project would cost. For example, if you are expanding services into a new city or country, you may forget to

*continues below*

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*from above*

include the price of a localized Google ad campaign targeting potential customers in the new market. That is why it is vital to spend time thinking of every single cost involved in the project and recording them in a spreadsheet. These may also include the hourly costs for local contractors who will help, software subscriptions, printed documents, flights for team members, etc.

Yes, you may be thinking that you could just make a mental list of all of the expenses and then select a general spending threshold to not go over, but it can be so easy to forget smaller costs (like the cost of packing or shipping supplies you

need). Taking the time to list out every single essential expense will help you select the best project budget possible.

Now, it will be wise to use a cloud-based spreadsheet platform (like Google Sheets) to list the expenses, rather than a plain Word document or Excel spreadsheet. The reason for this is that if you ever need to add on a new project expense or remove one, you can easily do that on your phone while on the go. Or, if you and your team spends more on some costs, you can easily adjust the budget for the rest of the project on your phone. Your team will also be able to access the spreadsheet whenever they need to, as well.

### 3. Ensure EVERYONE working on the project is

### well aware of the budget.

The last thing you would want is for a team member to accidentally and unknowingly overspend on ordering supplies or another project element just because they didn't know there was a strict budget in place. So, make sure all of your team members working on the project are well aware of the budget that is in place. If one person doesn't know the budget, they can end up making a decision that causes the whole project to go way over budget. Make sure everyone has access to the aforementioned cloud-based spreadsheet so they can always stay in the loop about total costs up to a certain point, how much of the budget is still available, etc.

### 4. Have regular meet-

### ings specifically to review the budget.

You don't want to just set the budget and then hope all of the project's decision-makers abide by it. Especially for projects that will take months, a year, or even more to complete, it can be easy for unforeseen costs and/or roadblocks to pop up that could cause you to go over budget. So set a weekly or bi-weekly meeting for the project's decision-makers to go over the budget, share updates on where their teams are, check to make sure milestones are being hit on certain dates, etc. This will keep the project on track to be completed by a designated deadline, all while keeping it under budget.

Setting and adhering to a budget will help prevent

long-term projects from hurting a business's overall financial standing. To select the best budget for a project, first set a meeting for all of the project decision-makers to discuss what they think it should be. Then use a cloud-based spreadsheet platform to list out essential expenses and make sure every single person involved in the project is well aware of the budget. Finally, have regular meetings for project decision-makers to review the budget and share updates. Following these steps will help set you and your business up for budgeting success.

Nathan Liao is the founder of the CMA Exam Academy, a Certified Management Accountant exam review program. He mentors accounting and finance professionals in over 80 countries.

# 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

• The **Utah Farm Bureau**, the largest general farm and ranch organization in Utah, has named **Troy Henrie** of Panguitch as southern regional manager. Henrie has been serving on the Garfield County Farm Bureau board of directors while working as a loan officer for USDA's Farm Service Agency and working on the Henrie family cattle ranch in Garfield County with his father and brothers. He has more than 20 years of professional experience. Henrie studied agriculture at Southern Utah University.



Troy Henrie

## ASSOCIATIONS

• The **Society of Professional Journalists** membership has elected its 2022-23 board of directors and regional coordinators, with **McKenzie Romero** being selected as regional coordinator for Region 9. Romero is the deputy news director at *Deseret News*. She is a board member of the Utah Headliners Pro Chapter. Romero graduated from Southern Utah University. SPJ promotes the free flow of information vital to informing citizens, works to inspire and educate the next generation of journalists, and fights to protect First Amendment guarantees of freedom of speech and press.



McKenzie Romero

## BANKING

• **Altabank**, a division of Glacier Bank, has named **Rebecca Chavez-Houck** to its board of directors. Chavez-Houck is a managing member of *Aspira Public Affairs*, an organization providing community outreach planning, media relations, constituent services development, and women's leadership training with a particular focus on underrepresented groups. She has over 20 years of experience in public affairs for a variety of Utah nonprofits.



Rebecca Chavez-Houck

From 2008-18, Chavez-Houck served as a member of the Utah House of Representatives, serving as minority whip and assistant minority whip during her time in office. Chavez-Houck is a graduate of the University of Utah with a BA in journalism and a Masters of Public Administration. She is currently an adjunct faculty member in the UofU's Program of Public Affairs.

## CONTESTS

• **BambooHR**, a Lindon-based human resources software provider, is launching the **HR Experience Maker Awards** to recognize HR professionals who stand out in their efforts to build, grow, support and lead their organizations into the future. Nominations for the six award categories are open until Dec. 2. Winners will receive a HR Experience Maker virtual badge to display as proof of their achievement, plus a \$2,000 vacation voucher mirroring the company's annual paid vacation stipend for employees. Details are at <https://www.bamboohr.com/about-bamboohr/hr-experience-maker-awards>.

## CORPORATE

• **Powered by MRP**, a Park City-based aesthetics device company, has expanded its headquarters to support growing demand and overall operations. The new facility at 2700 Rasmussen Road will add 17,000 square feet, which the company said will allow it to further grow its employee headcount and increase capacity. The space previously was used by Park City-based brands Armada Skis and Jaybird.

## DIVIDENDS

• The board of directors of **Medallion Bank** has declared a quarterly cash dividend of 50 cents per share on the bank's fixed-to-floating rate non-cumulative perpetual preferred stock, Series F. The dividend is payable Jan. 3 to stockholders of record Dec. 15. Medallion Bank provides consumer loans for the purchase of recreational vehicles, boats and home improvements, along with loan origination services to fintech strategic partners.

• The board of directors of **Nu Skin Enterprises Inc.**, Provo, has declared a quarterly cash dividend of 38.5 cents per share. The dividend will be paid Dec. 7 to shareholders of record Nov. 25. Nu Skin develops personal care, nutrition and the anti-aging products.

• The board of directors of **LifeVantage Corp.**, a Lehi-based company focused on nutrigenomics and offering dietary supple-

ments, has announced the declaration of a cash dividend of 3 cents per common share. The dividend will be paid Dec. 15 to stockholders of record Dec. 1.

• The board of directors of **Clarus Corp.**, Salt Lake City, has confirmed a regular cash dividend of 2.5 cents per share. The dividend will be paid Nov. 25 to stockholders of record Nov. 14. Clarus designs, develops, manufactures and distributes outdoor equipment and lifestyle products.

## ECONOMIC INDICATORS

• **Ogden** is the top-ranked metro area for the **lowest amount of maxed-out credit cards**, according to a report from **Lending Tree**. The study showed that 16.5 percent of Ogden cardholders have one maxed-out credit card and only 3.2 percent have multiple maxed-out cards. **Provo** is No. 5, at 17.2 percent with one maxed-out card and tied for No. 4 for multiple cards, at 4 percent. Across the 100 largest U.S. metros, 22.7 percent of credit cardholders have at least one maxed-out card and 6.2 percent have multiple maxed-out cards. The highest figure is in New Orleans, with 35.9 percent with one maxed-out card. The highest figure for multiple cards is Baton Rouge, Louisiana, with 13.6 percent. Details are at <https://www.lendingtree.com/credit-cards/study/maxed-out-credit-card-balances/>.

• **Utah** is ranked No. 24 on a list of "**Best States to Live Off the Grid**," compiled by **LawnStarter**. It compared states based on 23 factors, such as the cost of farmland, legality of self-generated utilities, and availability of renewable energy. It also considered indicators like climate, phone connectivity, and access to rural hospitals. The top ranked state is Iowa. The bottom-ranked state is New Jersey. Details are at <https://www.lawnstarter.com/blog/studies/best-and-worst-states-for-living-off-the-grid/>.

• **Utah** is ranked No. 14 among states where **millennials' mental health has worsened** when compared to pre-pandemic numbers, according to a study by education research firm and scholarship website engine **Scholaroo**. Millennials in Utah have increased their mental distress rate by 59 percent this year compared to 2018 numbers, it said, with Utah's rate now standing at 18.8 percent. The highest level is 23.6 percent in Arkansas. The overall worst state for millennials is Minnesota, with Utah at No. 2. Louisiana is No. 50. Details are at <https://scholaroo.com/best-states-for-millennials/>.

• **Italian** is the **most popular cuisine in Utah**, according to a study by bipartisan educational platform **Wisevoter**. It is followed, in order, by Chinese, Mexican, Thai and Korean. Chinese is the most popular in 37 states. Details are at <https://wisevoter.com/report/most-popular-cuisines-by-state>.

## EXPANSIONS

• **Biostarks**, a South Jordan-based preventative health and wellness company that offers at-home blood test kits, has created **Biostarks Labs Singapore**. It is the third branch of the Biostarks Group, as the company launched Biostarks Europe in Switzerland, and Biostarks Labs US Inc. It is a 100 percent subsidiary of Biostarks Labs US Inc. Biostarks Singapore is negotiating for the creation of a laboratory to cover the Asian Pacific region, with plans to deliver its first kits during the second quarter of 2023.

## FINANCE

• **Avtech Capital LLC**, Salt Lake City, has completed a \$75 million revolving credit facility with **Capital One NA**. Avtech said the facility will provide additional liquidity to support its growth and further its efforts to better serve customers. Avtech is a privately held equipment finance and leasing company that provides equipment financing solutions to small, medium and large companies throughout the United States.

## HEALTHCARE

• **Lipocine Inc.**, a Salt Lake City-based biopharmaceutical company, has hired **Dr. George Nomikos** as chief medical officer and appointed **Dr. Spyros Papapetropoulos** as lead direc-

tor and chairman of its board. Nomikos is a biopharmaceutical research and development scientist and psychiatry-trained clinician with extensive academic and industry experience in neuropsychiatric, neuroendocrine, neurohormonal, neuromuscular and chronic pain therapeutics. Until recently he served as senior vice president of medical and clinical sciences at Scholar Rock. He previously held senior positions at Biogen, Sage, Takeda, Astellas, Amgen and Eli Lilly. Papapetropoulos has been a member of Lipocine's board since April. He is a biopharmaceutical executive, neuroscientist and neurodegenerative disease clinician. He currently is chief medical officer at Vigil Neuro. He previously served as chief development officer and senior vice president and head of development at Acadia Pharmaceuticals Inc., CEO at SwanBio Therapeutics, and head of research and development and chief medical officer at Cavion. Before Cavion, he held senior/executive positions at Biogen Inc., Allergan plc, Pfizer Inc., and Teva Pharmaceuticals Inc.



George Nomikos



Spyros Papapetropoulos

• **BlueWind Medical Ltd.**, a medical device company focused on neuromodulation therapy for overactive bladder, has hired **Seamus O'Connor** as vice president of quality, **Paul Maguire** as vice president of operations, and

see BRIEFS next page



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# Industry Briefs

from previous page

**Asher Kuper** as vice president of research and development.



Seamus O'Connor

The company's main offices are in Park City and Israel. O'Connor has 23 years of experience in the medical device industry across quality assurance and regulatory affairs, working with various medical device technologies. Prior to BlueWind Medical, he held positions at Mednova, TE Connectivity, Boston Scientific and Natus Medical. Maguire has more than 25 years of operations experience in medical devices at Stryker, Boston Scientific, Medtronic, Allergan and most recently AbbVie. Kuper has held various roles within startups and global companies across the medtech industry for the past 18 years. He recently served as vice president of product for Zebra Medical Vision (acquired by Nanox Vision), and as CEO of SpirCare.



Paul Maguire



Asher Kuper

• **Co-Diagnostics Inc.**, a Salt Lake City-based molecular diagnostics company offering a platform for the development of molecular diagnostic tests, has hired **Mark Poritz** as chief scientific officer. Poritz is a molecular biologist with more than 30 years of experience in the application of PCR and related methods to gene cloning, drug discovery, infectious disease diagnostics and aptamer selection. Poritz played a key role in the growth of BioFire Diagnostics from 2002-18 and most recently served as CSO of Idaho Molecular, the subsidiary acquired by Co-Diagnostics at the end of 2021.



Mark Poritz

• **Clene Inc.** and wholly owned subsidiary **Clene Nanomedicine Inc.** have entered into a securities purchase agreement with certain existing stockholders for the purchase and sale of 10.7 million shares of the company's common stock for \$1.01 per share in a registered direct offering. Clene is a Salt Lake City-based clinical-stage biopharmaceutical company. The gross proceeds were expected to be approximately \$10.8 million. Clene said it intends to use the proceeds along with its existing cash for expenses primarily related to general corporate purposes, including to fund the clinical development of its lead drug candidate, CNM-Au8.

• **Xwell Inc.** has opened **Treat** at Concourse B at Salt Lake City International Airport. The upscale health and wellness center is designed for people "on the go." It is the third brick-and-mortar location of Treat, which provides medical services, testing and a holistic approach to physical and mental well-being.

• **Regence BlueCross Blueshield of Utah**, based in Salt Lake City, has promoted **Jennifer Olsen** to director of account management. Olsen will expand her leadership role while providing strategic direction to the company's account executive team. She will continue to lead client retention and account management initiatives. Olsen has broad experience and expertise in

health insurance, client retention, employee benefits development and sales. She joined Regence nearly 16 years ago and most recently served as the renewal manager for all commercial lines of business. She previously held the position of sales manager for the company's mid-size line of business for two years and was senior account executive for eight years. Throughout her tenure at Regence, Olsen has sold and serviced both large and small employer group accounts. She began her career in insurance in 1991, serving in various positions while working for agencies and carriers. Her education includes a Bachelor of Science degree in finance from the University of Phoenix.

## INSURANCE

• **Dentons Durham Jones Pinegar** has elected **Timothy O. Hemming** as shareholder. Based in the firm's St. George office, Hemming is a commercial litigator practicing in the fields of insurance, employment and real estate. Dentons Durham Jones Pinegar is a member of Dentons, which has 20,000 professionals, including 12,000 lawyers, in more than 200 locations in more than 80 countries.



Jennifer Olsen

• **Merit Medical Systems Inc.**, a South Jordan-based manufacturer and marketer of health-care technology, has appointed **Joe Wright** as chief commercial officer. Wright began his career at Merit over 17 years ago. He recently was the president of international, leading business units across APAC and the Americas. For the past year, he also had commercial responsibility for EMEA. His previous positions include serving as president of Merit technology and as vice president of global marketing.



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## LAW

• **Supplemental Health Care**, Salt Lake City, recently collaborated with nonprofit **Love for Literacy** to promote **Family Literacy Day** and donated hundreds of books and provided family literacy resources to its school district partners across the country. Multicultural books recommended by Love for Literacy's founder, Dr. Kelly Byrd, as well as her children's book, *Like Sunshine on an Otherwise*

## MANUFACTURING

• **IFA Country Stores** has begun its third annual **Feeding Furriends Animal Food Drive**. IFA is again teaming up with **Purina**, **Hill's Science Diet** and **Victor** to donate livestock feed and pet food to local animal shelters, rescues and sanctuaries. Last year, IFA donated more than 78,000 pounds of food to local animal shelters. The drive will run through Nov. 19 at all 23 IFA Country Stores locations, with livestock feed and/or pet food later being donated to 22 nonprofit partners. For every 10 bags of livestock feed or pet food sold, IFA will donate one bag to a local shelter/rescue partner, up to one month supply per partner. Customers also can ask cashiers for monetary donations.



Joe Wright

• **Staff from Western Governors University**, a Salt Lake City-based online nonprofit university, delivered care packages to 3,160 healthcare workers in five states to recognize them for their extra work on the night shift during the end of daylight saving time. The packages included sleeping masks, pens, lip balm, cocoa, coffee and other treats. Packages were delivered in Utah to **George E. Wahlen Veterans Affairs Medical Center**, **Steward Salt Lake Regional Medical Center**, **KPC Promise Hospital** in Murray, and **Steward Mountain Medical Center** in Lehi.

## PARTNERSHIPS

• **American Battery Factory Inc.**, American Fork, has entered into an alliance with **Anovion LLC** to procure synthetic graphite anode materials for ABF's lithium-ion batteries. Synthetic graphite anode material is critical for lithium-ion batteries used in electric vehicles, consumer electronics, critical defense applications and stationary storage for electric grids.

## PHILANTHROPY

• **Miserable Day**, were donated to the schools to help promote more literary diversity and representation in libraries and classrooms. Byrd also provided family literacy activities and online resource recommendations for students, parents and caregivers, and school professionals.

• **The Security Service Charitable Foundation**, the charitable arm of **Security Service Federal Credit Union**, has donated \$10,000 to **Homeless Veterans Fellowship** in Ogden. This donation will help purchase beds and bedding essentials for veterans moving into their own apartments. When veterans complete the transitional housing program and move into permanent housing, they take their beds with them. The Security Service donation will help provide box springs, mattresses, bed frames, sheets, comforters and pillows.

• **Susie Martindale**, principal broker and owner, has announced that her company has begun operating as **Masters Utah Real Estate**. The brokerage, formerly Remax Masters, will offer end-to-end services for residential and commercial clients.

• **The TCN Operator** platform offered by **TCN Inc.**, St. George, has been selected as a winner of the **2022 Contact Center Technology Award** by **Customer Magazine**, a publication of TMC. It is the second year in which TCN Operator has been named a winner in this program. The award honors vendors and technologies that have embraced technology as a critical tool for customer service excellence.

• **Impartner**, a South Jordan-based channel management platform and partner relationship management company, announced the **Impartner Catalyst Awards** winners at its ImpartnerCON2022 event in Salt Lake City. In the **Accelerator Awards** category, recipients are **Vertiv**, **Logitech**, **Zendesk**, **Sophos** and **Zebra Technologies**. In the **Innovator Awards** category, recipients are **Fortinet**, **Xerox**, **T-Mobile**, **Palo Alto Networks** and **Nintex**. In the **PX Factor Awards** category, recipients are **Splunk**, **Poly**, **Visa**, **Malwarebytes**, **Yamaha Unified Communications** and **AvePoint**. Recipients in the **Partner of the Year** category are **JS Group**, **Spur Reply** and **The Sherpa Group**.

## REAL ESTATE

• **RECOGNITIONS**

## RECOGNITIONS

• **see BRIEFS page 18**



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# Innovate Utah

## NEW IDEAS, PRODUCTS AND SERVICES FROM UTAH COMPANIES



**Shipito LLC**, an international parcel forwarding company based in Salt Lake City and serving over 220 countries, has launched **Shipito for Business**, a third-party logistics solution that includes international shipping, order fulfillment and returns management for small to midsize businesses globally and in the U.S.

Shipito is a portfolio company of Tritium Partners, a private equity and venture capital firm based in Austin, Texas.

For global businesses purchasing goods from U.S. retailers that don't ship to international addresses, Shipito provides addresses at its Torrance, California, and Tualatin, Oregon, warehouses, where goods can

**Shipito** be received, stored, consolidated, packed and shipped. Shipito also offers purchase assistance and multilingual websites and customer support in over 10 languages including English, Spanish, Portuguese, German, French, Japanese and Chinese. Shipito for Business offers the same services the company's individual customers receive but adds the international element.

"We developed Shipito for Business as an outgrowth of our consumer program, after we surveyed our customers and found that some of them were actually running small businesses using Shipito for shipping and fulfillment," said **Dave Robinson**, general manager of Shipito. "For merchants that size, fulfillment and returns are often an afterthought, but they quickly become a headache. Additionally, it's often a challenge for small and midsize businesses to find a logistics partner willing to take them on. Unlike our larger competitors, we had the agility to pivot and innovate a comprehensive logistics solution for those small businesses, beyond what we were providing our individual users."

**Filevine**, a Salt Lake City-based legal work platform, has launched **.vine**, a document format designed for legal drafting. The new program powers Filevine Document Assembly, a document generation tool that replaces word processors like Microsoft Word

and Google Docs. Document Assembly auto-populates data, clauses and other information stored in Filevine to accelerate legal document generation. "We believe that Document Assembly and .vine will become the new standard in the legal industry. Combined with .vine, Document Assembly becomes a process that

word processors are ill-equipped to do," said **Ryan Anderson**, CEO at Filevine. "Fundamentally, legal work is about producing and exchanging complex documents. By bringing this task into our platform — and connecting it to all the case data Filevine collects — we're enabling legal teams to streamline a crucial part of their work."

**Oceanic**, a 50-year-old diving equipment developer and manufacturer and a brand of Salt Lake City's Huish Outdoors, has launched its native app **Oceanic+**, now available for free download in the App Store. The Oceanic+ app allows Apple Watch Ultra users to use their devices as dive computers. "We've designed the Oceanic+ app with all the key features for recreational divers and snorkelers alike," said **Mike Huish**, CEO of Huish Outdoors. "The familiar user interface makes it easy to plan your dives. Even better, our dive planner goes beyond calculating just depth and time, by integrating dive conditions including tides, water temperature and even up-to-date information from the dive community such as visibility and currents." The Oceanic+ app uses common gestures to access additional screens, such as setting a compass heading.



**Lendio**, a Lehi developer of platforms for small business, has introduced the company's newest lending technology, **Axis**, at "Money 20/20," a financial industry show in Las Vegas last month. Lendio markets the new SaaS software as a way for lenders to improve processes, decrease risk and increase profitability in historically small-margin, small-business lending. "It's intelligent SaaS," said **Abby Sleight**, Lendio data scientist. "Behind the scenes, Axis fuses business logic with machine learning to improve the profitability of small-business lending." "Teams who it was made for — smaller local and regional financial institutions — will be able to see how Axis can change their margins. Axis will become an extension of a financial institution's lending team," said Lendio co-founder and CEO **Brock Blake**. "The concept resonates once you see it in action."

Kaysville-based **Reading Horizons**, an online platform for teaching beginning and struggling readers, has announced the next generation of its **Horizons Discovery**, a multisensory method designed to help educators deliver effective, science-based reading instruction. It provides engaging, accessible, grade-specific lessons to guide K-3 students in mastering foundational reading skills, the company said. The new program provides instant and actionable data to inform instruction. Mastery is supported by integrating phonemic awareness and phonics through a simplified scope and sequence. "With an intentional focus on helping students become proficient readers by third grade, we're committed to



providing teachers with turnkey lessons that put our proven method into action," said **Tyson Smith**, the CEO of Reading Horizons. "This new program continues our mission to provide every student consistent, engaging, and effective foundational reading instruction."

**Stutor**, a Lehi-based startup that bills itself as a "24/7 tutoring marketplace," has launched a **new app** to help students find a tutor at any time, around the clock. The app will be introduced initially at Brigham Young University and Utah Valley University. College students can use the app to find on-campus student tutors who have passed the specific class they're studying for. Students can connect with these tutors at any time, even if they're cramming for a test at 1 a.m., the developers said. "So, if a student says, 'Hey, I need help today with Finance 201 from Professor Larson from 8:00 to 9:00 p.m.," it pings and notifies every single tutor eligible to teach that class, so it's kind of an instantaneous help model," said **C.J. Lee**, Stutor cofounder.

**Xenocor**, a privately held company based in Salt Lake City that designs, develops and commercializes medical devices, has announced the commercial launch of its **Saberscope**, what the company said is the world's first true high-definition, fog-free, articulating, single-use laparoscope. "With the Saberscope's innovative single-use design, it sets itself apart from all other laparoscopes on the market today," said **Tony Watson**, chief operating officer of Xenocor. "All traditional laparoscopes present unnecessary visualization challenges, workflow complexity, patient risk, cost and waste. The Saberscope system addresses every one of these challenges. It is completely fog free, sees better through smoke and steam and articulates to 90 degrees in every direction. By virtue of being single-use, it eliminates complex setup and sterilization logistics as well as scope-related cross-contamination risks."



**Quotient**, a Salt Lake City digital promotions and media technology company, has announced the U.S. launch of its **Shopmium** grocery savings app. The app has seen success in France where it originated. It is also available in the United Kingdom and Belgium. Shopmium offers consumers the ability to earn cash back on the things they buy every day. With no threshold for payout and offers available anywhere in the U.S., shoppers buy the featured product online or in-store, take a picture of the receipt and receive cash back into their PayPal account. "Consumers have responded to inflation-related price pressures by seeking value and savings more than ever," said Quotient CEO **Matt Krepsik**. "This exciting U.S. launch of Shopmium offers American consumers an interactive platform to discover products and earn cash back."

**Quotient** addresses every one of these challenges. It is completely fog free, sees better through smoke and steam and articulates to 90 degrees in every direction. By virtue of being single-use, it eliminates complex setup and sterilization logistics as well as scope-related cross-contamination risks.



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# Industry Briefs

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## RESTAURANTS

• **Green District**, a fast-casual salad concept, has opened its first restaurant in the Salt Lake City market at 7141 S. Bingham Junction Blvd., Suite 103, in the RiverWalk mixed-use development in Midvale. The 1,804-square-foot restaurant is the first of four Green District restaurant locations to open in Salt Lake City by mid-2023. On Nov. 3, opening day, the restaurant donated 30 percent of proceeds at the new location to **Fit to Recover**, a local nonprofit that provides a safe place for people in recovery from substance use disorders to connect through fitness, nutrition, creative arts and community service.

• **The Lodge at Blue Sky, Auberge Resorts Collection**, near Park City, has hired **Jason Franey** as executive chef. Franey has more than 30 years of restaurant experience and will usher in a new era at the property's Yuta restaurant. His experience includes serving as executive sous chef at Eleven Madison Park, executive chef at Canlis, leading Restaurant 1833, and most recently as culinary director at Aspen Hospitality Group.



Jason Franey

## SCIENCE

• Scientists with the **U.S. Geological Survey** and the **Utah Geological Survey** are partnering to image geology using airborne geophysical technology as part of the **USGS Earth Mapping Resource Initiative** project. Earth MRI is a cooperative effort between the USGS; the Association of American State Geologists; and other federal, state and private-sector organizations to improve knowledge of the geologic framework in the United States. The USGS is contracting with **Merrick-Surdex Joint Venture**, who is subcontracting the work to **New-Sense Geophysics Limited**, to collect data that will be gathered using both helicopters and fixed-wing aircraft and fly over parts of eight counties in western and southwestern Utah. Counties

include Beaver, Iron, Juab, Millard, Piute, Sevier, Tooele and Utah counties. Weather permitting, the survey will begin in late October and be completed next summer. The new geophysical survey will allow scientists to develop high-resolution 3D representations of geology to depths several miles below the surface. The 3D models and maps produced from the survey will aid in understanding the distribution of groundwater, mineral and energy resources as well as the potential for natural hazards. The Utah survey will be flown at elevations of about 260 to 1,000 feet. All survey flights will occur during daylight hours.

## SPORTS

• The **Utah Jazz** have appointed **Quincy Lewis** as director of alumni relations. In the newly created position, Lewis will lead the team's alumni programming and initiatives across the organization and in the community. Lewis was the team's 1999 first-round draft selection and played for the team for three seasons. He also played one season with the Minnesota Timberwolves and had a six-year stint internationally playing with four organizations. After retiring from professional basketball, Lewis moved into collegiate administration at his alma mater, the University of Minnesota, where he held various roles primarily within development and alumni relations. Lewis also spent a decade as a pregame, halftime and postgame analyst for Fox Sports North, providing commentary for Minnesota Timberwolves games.



Quincy Lewis

## TECHNOLOGY

• **HireVue**, a Salt Lake City-based company focused on video interviewing, assessments and text-enabled recruiting tools, has appointed **Patrick Morrissey** as chief growth officer and **Amanda Hahn** as chief marketing officer. Morrissey



Patrick Morrissey

has 25 years of experience in global sales and marketing leadership, most recently as senior vice president and general manager of the enterprise sales and marketing business unit at Upland Software. Other prior leadership roles include CMO at Altify and chief revenue officer at Simplr, and vice president roles at Business Objects and Salesforce.com. Hahn has been HireVue's vice president of product marketing for the past nine years.



Amanda Hahn

## TRANSPORTATION

• **Genesis Electronics Group Inc.**, Salt Lake City, has added **Jack Hedge** as a strategic advisor to its board. Hedge is a former president and executive director of the Utah Inland Port Authority. He became its president in June after serving as executive director since June 2019. Hedge previously was the director of cargo and industrial real estate for the Port of Los Angeles. Previous roles include real estate and asset management director for the Port of Tacoma, managing director for North American Energy Services Capital, and development manager at Enserch International LTD. Genesis recently announced its acquisition of Glid LLC, a first-of-its kind road-to-rail autonomous trucking company.



Jack Hedge

• **Alaska Airlines**, which offers a pay-by-month flight subscription service, is expanding its popular program to Salt Lake City less than a year after its launch. **Flight Pass** subscribers will now be able to fly between Salt Lake City and San Francisco or San Diego, in addition to 18 other routes throughout California and select cities in Nevada and Arizona. The service allows guests to book six, 12 or 24 round-trip flights at a fixed monthly rate. Subscribers lock in main cabin deals for a full year and pay taxes and fees when booking flights, which cost as little as \$14.61 per flight.

## EARNINGS

from page 4

30. That compares with \$3.3 million, or 25 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$51.8 million, down from \$53.2 million in the year-earlier quarter.

LifeVantage is focused on nutrigenomics, the study of how nutrition and naturally occurring compounds affect human genes to support good health. It offers dietary supplements.

"Results in the first quarter demonstrated continued momentum across our strategic initiatives around innovation and engagement," Steve Fife, president and CEO, said in announcing the results. "The number of active independent distributors was up 1.6 percent on a year-over-year basis driven by an 18 percent increase in Asia/Pacific and Europe and revenue versus the prior-year period was up 2.3 percent on a constant currency basis."

Fife said the macroeconomic environment "remains challenging" but the company is "off to a solid start in fiscal 2023."

## Weave

Weave Communications Inc., based in Lehi, reported a net loss attributable to common stockholders of \$11.8 million, or 18 cents per share, for the third quarter ended Sept. 30. That compares with a loss of \$14.8 million, or \$1.03 per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$36.2 million, up from \$30.3 million in the year-earlier quarter.

Weave offers a customer communication and engagement platform for small and medium-sized businesses.

"In the third quarter, we continued to improve the efficiency of our business and our go-to-market and technology innovation execution resulting in favorable revenue and operating margins," Brett White, CEO, said in announcing the results. "We will continue to have a laser focus on delivering an experience that our customers love, building a scalable foundation for profitable growth, and fostering an engaged team that lives our corporate values."

## Instructure

Instructure Holdings Inc., based in Salt Lake City, reported a net loss of \$10.1 million, or 7 cents per share, for the third quarter ended Sept. 30. That compares with a loss of \$13.3 million, or 10 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$122.4 million, up from \$107.2 million in the year-

earlier quarter.

Instructure is an education technology company.

"Instructure delivered a solid performance in the third quarter, with continued strong top-line growth and industry-leading profitability," Steve Daly, CEO, said in announcing the results.

"We remain the platform of choice for teaching and learning and will continue to make disciplined investments that position us to win a disproportionate share of the opportunities across international, higher education, K-12 and non-traditional learning while maintaining best-in-class profitability."

## Nu Skin

Nu Skin Enterprises Inc., based in Provo, reported a net loss of \$25.4 million, or 51 cents per share, for the third quarter ended Sept. 30. That compares with net income of \$49.7 million, or 97 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$537.8 million, down from \$641.2 million in the year-earlier quarter.

Nu Skin offers personal care, nutrition and anti-aging products.

"Our third-quarter results were impacted more than anticipated by worsening macro headwinds, including prolonged COVID-related disruptions in Mainland China, slowdown in South Korea, persistent global inflation and excessive foreign currency pressure," Ryan Napierski, president and CEO, said in announcing the results.

## Nature's Sunshine

Nature's Sunshine Products Inc., based in Lehi, reported net income attributable to common shareholders of \$90,000, or zero cents per share, for the third quarter ended Sept. 30. That compares with \$4.9 million, or 24 cents per share, for the same quarter a year earlier.

Net sales in the most recent quarter totaled \$104.5 million, down from \$114.7 million in the year-earlier quarter.

Nature's Sunshine Products markets and distributes nutritional and personal care products in more than 40 countries.

"Despite unprecedented external headwinds, we delivered third-quarter sales of \$105 million on a reported basis, or \$112 million when removing the impact of foreign exchange," Terrence Moorehead, CEO, said in announcing the results.

"The resilience of our portfolio was on full display, where despite the macroeconomic challenges, we were only down 2 percent versus prior year on a constant currency basis and year-to-date, sales were actually up 3 percent in local currency. Both measures reflect the underlying strength of our business."

# 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.

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

**"Better Your Business" Employer Seminar**, presented by Utah Department of Workforce Services' Workforce Development Division and the Wasatch Front South Employer Connection Advisory Board. Presenters Noelle Bradford, manager of refugee services at DWS, and Brooke Coster, manager of homeless services for DWS, will discuss "Finding Untapped Employees, Part II: Learn about the Benefits, Resources and Tax Incentives for Hiring Refugees and Individuals Experiencing Homelessness." Event takes place online. Free. RSVPs can be completed by emailing [jlay@utah.gov](mailto:jlay@utah.gov).

## **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, 10:30 a.m.**

**"Building a Bullet Train for Trade: Utah-Japan,"** a World Trade Center Utah event, in partnership with Netro and Consul General Mikami Yoichi. Event will explore the business and investment environments of each market and features a panel discussion from Utah and Japanese companies already making headway through bilateral trade. Location is Lobby Training Room, World Trade Center Utah, 60 E. South Temple, Salt Lake City. Details are at <https://wtcutah.formstack.com/forms/japan-bullettraintrade>.

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

**Women in Business**, an Ogden-Weber Chamber of Commerce event. Speaker Sydney Jackson, local horse trainer and motivational speaker, will discuss "Building Relationships." 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 [utah-blackchamber.com](http://utah-blackchamber.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. 16-18**

**Utah Farm Bureau Federation Annual Convention**, with the theme "Ignite & Inspire." Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details are at <https://www.utahfarm-bureau.org/Article/Utah-Farm-Bureau-Federation-Annual-Convention-2435>.

## **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. 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. 16, 5-7 p.m.**

**Business After Hours Mixer**, a Park City Chamber/Bureau event. Location is Bahnhof at the Base, 1401 E. Lowell Ave., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

## **Nov. 16, 5:30-6:30 p.m.**

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

## **Nov. 16, 6-8 p.m.**

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

## **Nov. 16, 6:30-7:30 p.m.**

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

## **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, 7:45-9 a.m.**

**10,000 Small Businesses Information Session**, focusing on the Goldman Sachs 10,000 Small Businesses program (deadline to apply is Dec. 7). Location is Salt Lake Community College, Building 3, Room 223, 9750 S. 300 W., Sandy. Details are available by contacting [ekubina@slcc.edu](mailto:ekubina@slcc.edu) or (801) 957-5388.

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

**2022 Annual Women in Business Summit**, a Davis Chamber of Commerce event. Speakers are Tiffany Berg, clinical corporate and hospice chaplain; Carlee Hansen, entrepreneur, business owner and consultant; and Susan Johnson, consultant. 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, 9-10 a.m.**

**"Arches Visitation Patterns & Visitor Experiences,"** part of the Summit Speaker Series, an extension of the Utah Outdoor Recreation Summit. Speakers are Cassidy Jones (moderator), senior outreach and engagement manager for the National Parks Conservation Association; Wayne Freimund, professor, Environment and Society, Utah State University-Moab; and Iree Wheeler, student, Environment and Society, Utah State University's Institute of Outdoor Recreation and Tourism. Location is Utah Department of Natural Resources, 1594 W. North Temple, Salt Lake City. Also offered online via Zoom. Registration can be completed at [Eventbrite.com](http://Eventbrite.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, 11:45 a.m.-1 p.m.**

**Connect 4 Lunch**, a Point of the Mountain Chamber network-

ing event. Location and other details to be announced at [the-pointchamber.com](http://the-pointchamber.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, 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>.

## **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 [chamber-west.com](http://chamber-west.com).

## **Nov. 18, 9 a.m.-noon**

**Import Workshop**, presented by The Mill Entrepreneurship Center at Salt Lake Community College. Speakers include Mike May, Air & Sea International; Jared Turner, Import Solutions; Yasmin Khan, Khalm Skincare; Bryce Hansen, Culinesco; Brian Sather, Blacksmith International; and Judy Kasue, Baraka Beauty Supplies. Location is SLCC, Miller Corporate Partnership Center, Building 5, Room 101, 9690 S. 300 W., Sandy. Cost is \$30. Details are at <https://themillslcc.com/calendar/>.

## **Nov. 18, noon**

**"Silicon Slopes Conversations,"** a Silicon Slopes event. Speakers are Owen Fuller, CEO, Marq; and Dmytro Kushneruk, Ukraine's consul general in San Francisco. Location is Silicon Slopes, 2600 Executive Parkway, Suite 140, Lehi. Details are at [siliconslopes.com](http://siliconslopes.com).

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—Stevenson Sylvester, Owner, KLYP

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Members:  
\$500  
Nonmembers:  
\$750\*

## CALENDAR

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### 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 [murrayreachamber.com](http://murrayreachamber.com).

### Nov. 29, 8-9:30 a.m.

**"Executive Forum: CFO Roundtable,"** an ACG (Association for Corporate Growth) Utah event. James Sloan, CFO, Swire Coca-Cola, will discuss "Retaining Top Talent and Dealing with Wage Inflation." Location is Swire Coca-Cola Offices, 12634 S. 265 W., Draper. Details are at <https://www.acg.org/utah/events>.

### 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 Heather Young, founder and owner of Front Porch Twang, will discuss "The Must-Have Basics for Your Online Business." Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

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

**WBN Holiday Luncheon,** a Utah Valley Chamber of Commerce event. Location is Thanksgiving Point, Garden Room, 2002 N. Thanksgiving Way, Lehi. Details are at [thechamber.org](http://thechamber.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 [utah-blackchamber.com](http://utah-blackchamber.com).

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

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

[visitparkcity.com/members/chamber-bureau-events/rsvp/](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](http://chamberwest.com).

### Dec. 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>.

### 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](http://davischamberofcommerce.com).

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

**"Park City Business University: Product, Service Fulfillment & Automation,"** 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/>.

### Dec. 8, 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>.

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

**Chamber Holiday Open House,** a South Valley Chamber of Commerce event. Location is South Valley Chamber Office, Cairn's Café, 9800 S. Monroe St., Sandy. Details to be announced at [southvalleychamber.com](http://southvalleychamber.com).

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

**Business Bootcamp,** a South Valley Chamber of Commerce event. Speaker Amy Rees Anderson, entrepreneur, investor, speaker and author, will discuss "Building Your Business Strategy for 2023 & Beyond." Location is Riverton City Hall, 12830 S. Redwood Road, Riverton. Cost is \$35 for members, \$50 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

see CALENDAR page 22

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## CALENDAR

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### Dec. 13, 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.

### Dec. 13, 11:30 a.m.-1 p.m.

**Women in Business Luncheon/Gift Exchange,** an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's Lodge & Garden, 1329 W. 12th St., Marriott-Slaterville. Cost is \$20 members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

### Dec. 14, 8 a.m.-4 p.m.

**"Change Management For Managers,"** a workshop that is part of Salt Lake Community 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 Westpointe Campus. Also offered Dec. 6, 8 a.m.-4 p.m., at SLCC's Miller Campus. Details are at <https://www.slcc.edu/corporate/training-calendar.aspx>.

### Dec. 14, 9-10:30 a.m.

**Peer Roundtable,** a Salt Lake Chamber quarterly event

for members featuring discussions for business and community leaders. Theme is "Best Practices to Address Workforce Challenges." Location is the Salt Lake Chamber, 201 S. Main St., No. 2300, Salt Lake City. Free, but registration is required. Details are at slchamber.com.

### Dec. 14, 11:30 a.m.-1 p.m.

**Women in Business Holiday Soiree,** a South Valley Chamber of Commerce event. Location is Hale Centre Theatre, 9900 Monroe St., Sandy. Cost is \$15 for members, \$20 for nonmembers. Details are at southvalleychamber.com.

### Dec. 14, 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.

### Dec. 14, 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.

### Dec. 14, 5:30 p.m.

**Charity Auction,** a ULI (Urban Land Institute) Utah event benefiting the Bicycle Collective. Location to be determined. Details to be announced at <https://utah.uli.org/events-2/>.

### Dec. 15, 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).

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

**Holiday Luncheon,** a Davis Chamber Women in Business event. Location is Marriott Courtyard, 1803 Woodland Park Drive, Layton. Participants are asked to bring a \$20 wrapped gift card. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### Dec. 15, 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>.

### Dec. 15, 6-7:30 p.m.

**Women Business Owners of the Basin.** Location is Innovation Hub, 431 E. Main St., Vernal. Details to be announced at [wbcutah.org](http://wbcutah.org).

### Dec. 16, 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).

### Dec. 16, 10 a.m.-noon

**"Grants for Manufacturers,"** a Utah Advanced Materials and Manufacturing Initiative (UAMMI) event. Location is Weber State University's Miller Advanced Research and Solutions (MARS) Center, 633 Falcon Hills Drive, Clearfield. Event is also offered online. Free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

### Dec. 20, 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](http://cachechamber.com).

### Dec. 20, 5-6 p.m.

**Corporate Tour,** a Utah Black Chamber event. Location is Clearlink, 5202 W. Douglas Corrigan Way, Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

### Dec. 21, 11:30 a.m.-1 p.m.

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

### Dec. 21, 5:30-6:30 p.m.

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

### Dec. 21, 6:30-7:30 p.m.

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

### Dec. 22, 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>.

### Dec. 28, 6-7 p.m.

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

### Jan. 10, 8:30-11 a.m.

**KeyBank Business Accelerator,** a South Valley Chamber of Commerce event taking place every other Tuesday for 10 weeks. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$500 for members, \$750 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

### Jan. 11, 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).

### Jan. 12, 8 a.m.-noon

**Utah Economic Outlook & Public Policy Summit,** presented by the Salt Lake Chamber and the Kem C. Gardner Policy Institute. Location is Salt Lake Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost for members before Dec. 12 is \$75, \$95 thereafter; for nonmembers before Dec. 12 is \$95, \$115 thereafter. Details are at [slchamber.com](http://slchamber.com).

### Jan. 17-March 21

**Veteran Entrepreneur Program** (The Startup Training Resources Inspiring Veteran Entrepreneurship, or STRIVE), presented by The Mill Entrepreneurship Center at Salt Lake Community College, in partnership with the Institute for Veterans and Military Families (IVMF) at Syracuse University. Online/hybrid classes are offered every Tuesday, 4:30-6:30 p.m. The course is open to all veterans, active duty, reserve, guard and their spouses. Registration deadline is Dec. 16. Details are at <https://themillatlscc.com/veteran-everyday-entrepreneur-program/>.

### Jan. 17, 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](http://cachechamber.com).



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## SOLAR PROJECT

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"Building durable partnerships is critical to building the future of energy and we at Greenbacker are incredibly pleased to continue our partnership with rPlus," said Ben Tillar, vice president of investments at Greenbacker. "We're excited to contribute to utility-scale solar plants like Appaloosa, which will support green jobs and help Utah run on cost-effective renewable power."

Sundt Construction, an Arizona company that built the Graphite project, is providing engineering, procurement and construction for Appaloosa Solar 1. The rPlus team will remain involved with construction management and community relations. The project is expected to utilize many local vendors during construction and bring approximately 250 construction-related jobs to the area.

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The Appaloosa Solar 1 project has two long-term power purchase agreements in place with PacifiCorp on behalf of Facebook parent company Meta. The contract was developed under Rocky Mountain Power's Schedule 34 green energy tariff, which allows large customers to purchase renewable energy generated on their behalf.

Through partnership with the private sector, municipalities and utilities, rPlus Energies develops utility-scale power plants and has over 30 projects across 15 market areas in the U.S. in active development, including solar, wind, pumped storage hydro and solar-plus-battery. The company is a subsidiary of the Gardner Group, a Utah-based, family-owned real estate, renewable energy, technology and philanthropy firm.

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## LABOR POOL from page 1

hires” among the formerly incarcerated. Utah’s current prison population is just short of 6,000 and the state has more than 10,000 people under probation supervision.

Steve Gehrke, director of operational excellence at the Utah Department of Corrections, said it is important that they have the resources they need in order to have “effective opportunities out there once they’re released from our custody.” He noted that only about 4 percent of the prison population is serving life sentences or have been sentenced to the death penalty.

“It’s really tempting, I guess, to see prison as this ‘black box’ to see where people get sent and they never come back,” Gehrke said. “But in reality, 95-96 percent of those people who get sentenced to prison are going to be out in the community once again. They’ll be shopping at grocery stores, they’ll be our neighbors, they’ll be functional members of society, just like us.”

Eric Barker, deputy region chief for adult probation and parole for the Utah Department of Corrections, said 73.5 million people have criminal

records in the U.S. and Utah has 15,185 people on parole or probation. Of that latter group, while some are retired or on disability, only 54.7 percent are currently working.

Much of that population is looking not for a handout but instead a “hand up” — “an opportunity to prove my value to you as a company or an agency,” Barker said. Being employed helps them gain skills, make money to help themselves and their families, and not draw on government assistance.

“Sometimes, all it takes for us as employers is to give someone that opportunity to prove their potential,” Barker said.

But among the barriers in the way are applicant background checks that are part of the hiring process — 72 percent of employers conduct those — and having served time often leads to their applications going straight to the trash can or online applications being deleted, leaving them upset and frustrated, he said.

“They try to reach out to employers and, even though there’s jobs, they’re not hiring them because maybe something in [their] policies restrict that,” Barker said.

However, he cautioned, not all people leaving prison were

there because they committed serious crimes.

“I think right now, as a business community, we really need to take a stake in what the criminal justice reform system really looks like,” Barker said. “Are we willing to hire individuals, are we willing to take a look at other options, to help this person become a contributing member of society? Are we helping that recidivism rate drop because we’re giving them the tools, the skill set, to survive in the community and not return back to their criminal ways?”

While government programs do offer bonding programs and tax credits for employers who hire the formerly incarcerated, businesses often see benefits in those hires, in the form of high quality of work and lower turnover rates.

“Most of the candidates that you are going to hire that are on probation are so thankful for the opportunity employers finally gave them for a decent job, they’re probably going to be one of your best employees,” Barker said. “They have a lot riding on them ... and they don’t want to go back to jail or prison.”

Most just want a chance, he said, noting that the average monthly earnings for those on parole or probation is \$3,306.

“They’re not looking for these six-figure-income jobs,” he said. “They’re just trying to find a way to pay their bills, to get through life.”

Also trying to do the same are military veterans. Sources provide different numbers for veterans in Utah. The U.S. Department of Veterans Affairs pegs the figure at 132,960. Statista indicates there were 114,803 in 2021. A U.S. Census Bureau survey put the number at more than 125,000 in 2019, or about 6 percent of Utah’s adult population.

Proponents of hiring veterans indicate vets exhibit responsibility, dedication, leadership and accountability at all levels; take pride in their appearance and conduct; and possess a strong sense of duty and sacrifice.

For Lisa Duckworth, local veterans employer representative for the Utah Department of Workforce Services, a statistic that stands out is from a survey showing that about 90 percent of veterans indicated they faced obstacles in attaining a job. Once employed, nearly half left their first post-separation position in the first year and more than 65 percent left within two years.

“I’m not going to try to sell you on why veterans are a great addition to your workforce be-

cause a lot of people, they already know. However, they just don’t know how to make it work, exactly,” Duckworth said.

“When we think about that 90 percent, that means there’s about 17 million veterans across the nation that are struggling to find work, and so let’s think about that number. It tell us that there’s a ton of people that want to work and have those skills to work but somehow are not making that connection and are missing out. It also tells us that the organizations also are missing out on that entire talent pool of individuals who can bring those unique skills to the workplace.”

Details about veteran hiring are at [jobs.utah.gov/veteran/4-employer.html](https://jobs.utah.gov/veteran/4-employer.html). Information about employer incentives for hiring formerly incarcerated people is at <https://www.utp.uscourts.gov/employer-incentives>. Details about Utah Department of Corrections programs are at <https://corrections.utah.gov/programming/>.

Another “Better Your Business” Employer Seminar takes place online Nov. 15, 8:30-10 a.m., and will focus on untapped employees in the refugee and homeless populations. RSVPs for the free seminar can be completed by emailing [jlay@utah.gov](mailto:jlay@utah.gov).



Jennifer is a nationally and internationally recognized attorney in the field of bankruptcy and immigration law whose clients range from families and small businesses to CEOs of multinational corporations. The daughter of Vietnamese immigrants, Jennifer is passionate about supporting and uplifting the immigrant community through her practice that is based in Salt Lake City.

I decided to be my own boss to be able to help other women do the same.

- Jennifer Ha, Founding Partner of JLJ Law Group

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