

OF NOTE



Nice to see your face again

European Airlines, such as Air France and BOAC, are weighing their mask requirements in the wake of the recent ruling by a federal judge in the United States that threw out the Centers for Disease Control and Prevention's mask mandate on mass transport, including onboard aircraft. Meanwhile, ride share carriers Uber and Lyft have dropped their mask requirements in the U.S.

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Jabil employees in Guadalajara, Mexico, work on products for Crestron, a provider of control automation systems for homes, offices, schools, hospitals and more. With operations in 30 countries, Florida-based Jabil has announced plans to have a facility in Tooele that is expected to employ 150 people over the next seven years.

Fortune 200 company bringing 150 manufacturing jobs to Utah

Brice Wallace

The Enterprise

A global manufacturing company will put a facility in Tooele and bring 150 jobs over the next several years to produce batteries for various companies.

The \$10 million Jabil Inc. project will be the company's first in Utah. The Florida-based company has more than 260,000 employees at 100 locations in 30 countries, providing end-market experience, technical and design capabilities, manufacturing

know-how, supply chain insights and global product management expertise.

"We're thrilled to have this company consider a move here," Steve Neeleman, chairman of the incentives committee for the Governor's Office of Economic Opportunity (Go Utah) board, said before the board voted to approve an incentive for the project.

"A lot of people haven't really heard of Jabil, even though it's a Fortune 200 com-

see JABIL page 6

15th straight year

Utah leads in economic outlook

Fifteen years of ranking states according to their economic outlooks. Fifteen years for Utah to top those rankings.

The annual "Rich States, Poor States: ALEC-Laffer State Economic Competitive Index" once more has Utah with the best outlook. That ranking is a forecast based on a state's current standing in 15 state policy variables, and each of these factors is influenced directly by state lawmakers through the legislative process. Generally speaking, states that spend less and tax less experience higher growth rates than states that tax

and spend more, according to the index.

Another gauge, for economic performance in the 2010-20 period, has Utah at No. 2, behind only Arizona. Those rankings consider state performance on three variables: state gross domestic product, absolute domestic migration and non-farm payroll employment.

Authors of the report, released by the American Legislative Exchange Council,

see RICH STATES page 6

2 percent jobless rate makes Utah best in the nation

With an unemployment rate that continues to hover around 2 percent, Utah's economy is still leads the nation in most respects. The jobs report for March showed the state's unemployment edging back down from 2.1 percent to 2 percent, best in the U.S. That leaves about 33,400 Utahns still without work.

The national jobless rate also ticked down one-tenth of a point in March to 3.6 percent.

Meanwhile, Utah's nonfarm payroll employment for March increased an estimated 4 percent over the past 12 months, with the state's economy adding a cumulative 62,900 jobs since March 2021. Utah's current job count stands at 1,650,800, according to numbers released by the Utah Department of Workforce Services (DWS).

"It is another month to sing the praises of the Utah economy," said Mark Knold, chief economist at DWS. "Job growth across the past year is quite strong at 4.0 percent. In response, the unemployment rate took another historical notch downward to 2 percent. All industry sectors save one have added new jobs over the past year. The lone exception is the professional and business services sector. That area includes help supply services, telemarketing, collection agencies, etc. With unemployment rock-bottom at 2 percent, excess labor is virtually nonexistent, so this industry's inability to supply the market with idled workers or to attract labor for its own needs is not a surprise."

Utah's March private-sector employment recorded a year-over-year expansion of 4.4 percent. Nine of Utah's 10 major private-sector industry groups posted net year-over-year job gains, led by trade, transportation and utilities (up 16,100 jobs); leisure and hospitality (up 13,600 jobs); construction (up 7,100 jobs); and education and health services (up 6,800 jobs). The only sector to not record any job growth is professional and business services. This sector includes the help supply and temporary workers businesses, which make a living off of excess labor finding stop-gap or temporary help jobs. But with unemployment historically low, there is not much of an excess labor pool to work with, the DWS report said.



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Incentives mean growth for Logan, LaVerkin companies, adding 300+ jobs

Brice Wallace
The Enterprise

A pair of Utah-based companies will add a combined 300-plus employees over the next few years as they expand at their headquarters cities.

Campbell Scientific Inc. will add 268 jobs in Logan over 10 years, while Vitalpax Inc. will add 40 jobs in La Verkin over the next decade. The expansion announcements came after the companies were approved for tax rebate incentives by the Governor's Office of Economic Opportunity (Go Utah) board.

The \$40 million Campbell project will feature jobs expected to pay an average of \$85,447.

Campbell provides measurement and data-acquisition solutions for environmental, renewable energy and infrastructure applications, including those related to weather, water, energy, gas flux and turbulence, infrastructure and soil. Founded in 1974 in Logan, the company has offices worldwide and other subsidiary businesses in which it holds a majority of interest.

Globally, Campbell Scientific

employs more than 800 people, with over 300 people in engineering, production, sales, marketing and administration departments located at its facility in Logan.

"We have 16 offices worldwide and we're also looking at other expansion opportunities, but we'd love to continue to grow here in Logan, where many of us are from," Rob Campbell, president and CEO, told the Go Utah board before its incentive vote. "We're looking at two expansions over the next 10 years, one to be started here right away later this year or early in 2023. ... [This is] just really a good opportunity for us to continue growing what we're doing here in Logan and hope that we can have your support in doing so."

Logan Mayor Holly H. Daines said Campbell Scientific is doing "wonderful work."

"One reason we are so successful is we have a number of these homegrown companies that have just been extraordinary successful and now have worldwide presence, and those are the types of high-tech, clean businesses that we want," she said. "Campbell is a great company and we're very supportive of that."

"We've had a great association with them for a many, many years," added Kirk Jensen, Logan's economic development director. "But what they've got going here with this expansion planned and to have it hopefully occur in Logan, Utah, we're thrilled about it. ... We're really looking forward to their growth."

The Campbell tax rebate is for up to \$7.1 million over 10 years. The new project is projected to generate new total wages of over \$141 million over the next decade and more than \$28.5 million in new state tax revenue during that time.

"We're delighted that Campbell Scientific has chosen to expand its Utah headquarters," Dan Hemmert, Go Utah's executive director, said in a prepared statement. "Campbell not only offers superior measurement products with a variety of applications, but it also has a legacy of supporting its employees and the local community."

"Campbell Scientific is a global company with a five-decade legacy in Logan," said Theresa A. Foxley, president and CEO of the Economic Development Corporation of Utah. "This

expansion demonstrates the company's continued commitment to Cache County and our state's advantages for international business."

Vitalpax specializes in contract manufacturing of dietary nutritional supplements. Its services include start-to-finish research and development, testing, sourcing and procurement, manufacturing, and delivering the final nutritional supplement product. The offerings can include delivery forms such as tinctures, capsules, tablets, powders and juices.

Owned and operated by brothers Dalyon, Jacob and Ben Ruesch, Vitalpax was started as a small business in the Ruesch home in 2014. It has about 80 employees in La Verkin.

"We're excited to keep growing there in Southern Utah," Dalyon Ruesch, CEO, told the Go Utah board.

The \$5 million project is expected to generate new wages of more than \$11 million over the next 10 years. The new jobs are expected to pay an average of \$55,000. The project also is projected to generate new state tax revenue of more than \$1 million over the next decade.

The Go Utah board approved a tax rebate incentive of up to \$319,397 over 10 years and an Industrial Assistance Account Economic Opportunity Grant of \$100,000.

"We're excited to see Vitalpax continue to grow in La Verkin, Utah," said Dan Hemmert, the Office of Economic Opportunity's executive director. "The company's dedication to its local community has been obvious throughout our discussions, and we wish Vitalpax continued success."


"Vitalpax has been a mainstay in Washington County, and its manufacturing and distribution expansion will continue to diversify the city of La Verkin's economy," said Theresa A. Foxley, president and CEO of the Economic Development Corporation of Utah. "The expansion is well aligned with Gov. Cox's goal to encourage job growth and investment across the entire state."

Go Utah does not provide upfront cash incentives. Each year that companies meet the obligations in contracts with the state, they will qualify to receive a portion of the new, additional state taxes they paid to the state.

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Ariel Alternatives buys majority stake in SLC's Sorenson; Valuation set at \$1.3B

Salt Lake City-based Sorenson, a global communications provider for people who are deaf and hard-of-hearing, has announced that private investment firm Ariel Alternatives LLC has completed an acquisition of 52.5 percent of the company's common equity from existing shareholders, including Blackstone Credit, a fund managed by Franklin Mutual Advisers, and private credit accounts

managed by KKR. The deal sets Sorenson's enterprise valuation at \$1.3 billion.

According to a Sorenson release, the selling shareholders will continue to own a minority interest in the company.

Ariel Alternatives is the private equity subsidiary of global asset manager Ariel Investments LLC.

Sorenson has been in busi-

ness for over 20 years delivering accessible communications, technology and services to the deaf and hard-of-hearing communities in the U.S. and, more recently, in the United Kingdom. Sorenson's Internet Protocol Captioned Telephone Service (IP CTS) for people with hearing loss, video, in-person American Sign Language and British Sign Language interpreting, has modernized the way people who are deaf and hard-of-hearing communicate, the company said.

The acquisition by Ariel Alternatives will not affect Sorenson's current operations. The company said Ariel Alternatives' investment is expected to enable Sorenson to connect even more people worldwide by expanding services to additional communications platforms. Sorenson's existing presence in Europe includes a flagship customer in France and its United Kingdom affiliate, Sign Language Interactions.

Senior managing director

of Blackstone Credit and Sorenson board member David Posnick said, "Sorenson has done a phenomenal job of serving the deaf and hard-of-hearing communities.

I am confident the Ariel Alternatives partnership will extend Sorenson's service reach, providing communication language access to broader populations."

Instructure buys Concentric Sky

Instructure Holdings Inc, an education technology company based in Salt Lake City, has acquired Concentric Sky, the makers of micro-credentialing tool Badgr. Currently the default micro-credentialing tool within Instructure's Canvas LMS, Badgr will be rebranded as Canvas Badges as it joins the Instructure Learning Platform.

Instructure said the deal underscores its commitment to building the education industry's most integrated teaching and learning platform to support lifelong learning.

"We know colleges and universities are seeking innovative new ways to support non-traditional learners and that those students want greater agency to demonstrate skills and achievements to potential employers," said Steve Daly, CEO of Instructure. "With Badgr, the Concentric Sky team has developed the gold standard for verifiable, skill-aligned micro-credentials, fast becoming the currency between learning outcomes and employment opportunities. This deal enables us to continue to expand the Instructure Learning Platform to support the evolving needs of all types of educational institutions and the diverse student populations they serve."

Founded in 2005, Concentric Sky has grown to nearly 90 employees and serves millions of users by providing recognition from over 25,000 issuing organizations in 160 countries. Concentric Sky has been a long-time contributor to the field of open technology standards, joining forces with the MacArthur Foundation to lead the development of Open Badges 2.0 in 2015 and co-founding the Open Skills Network in 2020.

"From Day One we've been focused on helping learning organizations connect people to opportunities and delivering a more equitable future by changing the way the world recognizes achievement," said Wayne Skipper, founder and CEO of Concentric Sky. "The power of the Instructure Learning Platform is its commitment to openness and equity, and our two companies

share a fundamental belief in the importance of open technology standards for advancing equity in education. Instructure has demonstrated a strong desire to carry that work forward and I feel confident that together we can accelerate our mission to advance learning at every level."

Founded in 2008, Instructure's learning platform supports more than 30 million educators and learners around the world. The company employs over 1,100 people.

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Have a startup in mind? Pick any one of 7 Utah small cities

You just about can't go wrong if you decide to start a business in Utah. Personal finance website WalletHub has ranked seven Utah communities among its 2022 Best Small Cities to Start a Business.

Washington and St. George in Washington County ranked No. 1 and No. 2, respectively, on the recently released list. The other Utah cities making the top 20 were Cedar City (No. 4), Logan (No. 8), Eagle Mountain (No. 9), Lehi (No. 14) and Pleasant Grove (No. 20).

To determine the most business-friendly small markets in the U.S., WalletHub compared more than 1,300 cities with fewer than 100,000 residents across 18 key metrics. The data set ranges from small-business growth rates and accessibility of financing to investor access and labor costs.

Other Intermountain cities named by WalletHub included Bozeman, Montana, (No. 3), which had the highest number of startups per 100,000 residents with 332.13; and Cheyenne, Wyoming (No. 12).

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Succeeding in Your Business

Expect these questions when you give employees stock options

“We started a business some time ago and have about 10 employees.

“The business has done well, to the point where we want to give our employees options to acquire stock in our company.

“We had our lawyer draw up a stock option plan and agreements granting options to our employees, but we’re getting hit with tons of questions and don’t

know how to answer them. Can you help?”



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When you give options to your employees, keep in mind that many, if not most, of them have never seen anything like this before.

Here are the most common questions they will ask, and my best answers.

Does this mean I own stock in the company?

Not yet. Options give employ-

ees the right to acquire stock in the company at a future time, for today’s price. Until the employee exercises the options (swaps the options for actual shares), the employee has none of the rights of a shareholder. If the company has a shareholders’ agreement in place, employees should be required to sign onto the agreement when they exercise their options and become shareholders.

What is this \$0.00001 “par value?” Is that what I pay for the stock?

Par value has nothing to do with what the employee will pay when exercising his options. Par value is an arbitrary amount used by accountants and lawyers to establish the stated capital of the company. Because some states (such as Delaware) impose taxes on a company’s stated capital, par values are set as low as possible.

The “exercise” or “strike” price is what the employee pays for shares when he/she exercises options.

How did you come up with the exercise (strike) price?

By having an independent appraiser determine the market value of the company, then dividing that value by the number of issued and outstanding shares of stock.

Why must I pay for my shares? Why aren’t they just free?

Because of the tax laws. If a company gives shares to employees for free, the employees are taxed on the full market value of the shares at “ordinary income” rates (see below).

The exercise price cannot be lower than the company’s market value per share at the time of grant. Otherwise, the employee receives a taxable bargain.

I’ve been working here for years. Why aren’t some of my options vesting now to reflect my years of service?

Because if they vested now, the employee would be socked with taxes on the full fair market value of the shares he/she received upon exercising the option. Because options are considered compensation, that value would be taxed at very high “ordinary income” rates.

What the heck is a “cashless exercise?” Does that mean

I get stock for free?

Cashless exercise is actually a good thing for the employee. If an optionee needs to exercise options (to avoid their expiration, for example), but cannot afford to pay the strike price in cash, electing a cashless exercise enables the employee to receive some (not all) of their options without having to pay a penny for them.

Here’s an example of how it works: Let’s say an employee has 1,000 vested options he/she needs to exercise with a strike price of \$7.25 each, at a time when the market price of the company is \$10 a share. Without a cashless exercise option, the employee would need to cough up \$7,250 in cash in order to exercise his or her options.

By electing a cashless exercise for all 1,000 shares, here’s what would happen: The company would reduce the number of shares to be received upon exercise by 725 (\$7,250 divided by the \$10 market value) to pay the exercise price of \$7.25 per share. The employee would receive the balance of the shares (1,000 - 725 = 275).

This of course results in the optionee having a significantly lower percentage ownership of the company than was initially promised to him but without having to pay anything for that lower percentage. Obviously, the higher the market value of the company’s shares, the fewer shares would be necessary to pay the \$7.25 strike price, which remains fixed.

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RICH STATES

from page 1

believe migration patterns show that people “vote with their feet,” leaving for “opportunity states” with lower tax burdens and that value economic competitiveness.

“Rich States, Poor States’ teaches us that states with lower taxes, especially those that avoid personal income taxes, have seen significantly better rates of in-migration than states with high income tax rates,” said Jonathan Williams, report co-author and ALEC’s chief economist and executive vice president of policy.

“Utah has been ranked No. 1 for the past 15 years in a row. Utah has a strong track record of pro-taxpayer reforms in recent years, including the adoption of a flat personal income tax rate, pension reform for its previously endangered system, and the state’s innovative approach to property tax reform.”

“If you believe incentives matter, and I do, state policies have the effect of changing those incentives at both the state and local levels,” said report co-author and economist Arthur Laffer. “Those changes in incentives have consequences. This ranking of states is a tried-and-true formula. I think it is a great way of picking winners and giving guidance on how states should be effectively governed.”

The 15 policy variables used to rank the economic outlook of states have proven over time to be influential for state competitiveness and growth, the report authors said. The report shows that cutting taxes, paying down debt and maintaining free market policies have significantly helped states attract new residents.

“This is our 15th annual ‘Rich States, Poor States’ Report, and every year one state has come out on top: Utah,” said report co-author and FreedomWorks economist Stephen Moore. “Congratulations to Gov. [Spencer] Cox and previous gov-

ernors who have done an amazing job. I just got back from Salt Lake City, and it is booming! It’s an incredibly vibrant place and they’ve got the whole formula put together very well there.”

Behind Utah in economic outlook among top 10 states are North Carolina, Arizona, Oklahoma, Idaho, Nevada, Indiana, Florida, North Dakota and Wyoming. The worst-ranked states are New York, New Jersey, California, Vermont, Minnesota, Illinois, Maine, Hawaii, Maryland and Oregon.

“After 15 years of being the highest-ranked state, we have never taken its success for granted,” said Utah Senate President J. Stuart Adams in a statement issued after the report was released. “We continue to reach for new heights and are determined never to be complacent. As a state, we buckle down during hard times, relying on our forward-thinking reserve funds and preparing for future uncertainties during good economic periods.”

“Our foresight prevented Utah from the pitfalls other states recently experienced throughout the COVID-19 pandemic and sets our state on a forward projection. While some states like California, Michigan and Massachusetts were firing teachers, Utah was hiring teachers. While other states kept their students at home, we worked to have our kids back in the classroom. We also paved a way to safely get Utahns back to work, focusing on saving both lives and livelihoods.”

Those efforts, he said, led to a balancing of the largest bud-

get in state history, tax cuts for all Utahns and historically low unemployment. “We are just scratching the surface of what our state can accomplish,” he said. “Our economic outlook has never been brighter.”

The American Legislative Exchange Council is a nonpartisan, voluntary membership organization of U.S. state legislators. The council is governed by state legislators who comprise the board of directors and is advised by the Private Enterprise Advisory Council, a group of private, foundation and think tank members.

JABIL

from page 1

pany, because we don’t sell direct to the public,” Bob Hoyt, a senior business manager working in the energy storage sector at Jabil, told the board. “But there’s probably a couple of dozen items within your home or apartment that Jabil had a hand in building, whether it’s in washing machines, TVs, computers — all those type of things, primarily circuit boards.

“The area that we’re focused on within Utah is the energy storage sector, which is a very quickly developing sector. Projections are it will probably triple within the next couple of years, the size. What we’re doing in Salt Lake City there is just the first step. We want to increase that footprint, we want to increase our footprint in Utah, because of the logistics in particular is probably the main reason. But we plan to grow within Salt Lake City. We plan to grow within the next couple of years by two or threefold. We’re excited to come out there. We’re looking for a good partnership with the state of Utah, and we look forward to it.”

Daniel Royal, Go Utah’s director of corporate growth and business development, said Utah will offer the company logistics advantages for serving major western U.S. cities. Utah competed with the Phoenix area for the project.

Utah’s incentive is in the form of a tax rebate of up to \$706,217 over seven years, plus an Industrial Assistance Account grant of \$200,000 for infrastructure and other related site preparation needs. The project is projected to generate new total wages of nearly \$60.9 million over seven years and new state tax revenues of more than \$2.3 million during that time.

The new jobs will pay an average of \$65,666 and be both skilled and semi-skilled trades plus engineers. The project will provide technical improvements to batteries manufactured by var-

ious companies, readying them for various types of uses, installations and specifications.

“Jabil is a global leader in manufacturing,” Dan Hemmert, Go Utah’s executive director, said in a prepared statement. “This project focuses on energy storage, and it will have significant ripple effects in Tooele County and green energy industries. This is a big win for the state, and we hope to see additional Utah expansions from Jabil in the future.”

“The Jabil expansion demonstrates that Utah has the talent and infrastructure to support the fast-growing battery industry,” said Theresa A. Foxley, president and CEO of the Economic Development Corporation of Utah. “With Jabil’s lead, we foresee other similar projects coming our way. Congratulations to Tooele County, and thanks to (former Go Utah board chairman) Mel Lavitt and other Utah proponents who advocated for Utah with the company.”

Jabil was founded in 1966 in suburban Detroit as a producer and repairer of circuit board assemblies for Control Data Systems, a major mainframe computer manufacturer. The company name comes from the first names of its co-founders, James Golden and Bill Morean.

Jabil’s customers include 300 of the world’s biggest brands, including those in health-care, packaging, smartphones, cloud equipment, automotive and home appliances.

In the second quarter ended Feb. 28, Jabil reported net income of \$222 million, or \$1.51 per share, up from \$152 million, or 99 cents per share, for the same quarter a year earlier. Revenue in the most recent quarter totaled \$7.6 billion, up from \$6.8 billion a year earlier.

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

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Lindon-based **Manly Bands**, a direct-to-consumer e-commerce retailer of men's wedding rings, has partnered Warner Bros. Consumer Products and DC Comics and released a collection of wedding rings inspired by DC Comics characters. The collection includes rings inspired by such characters as Superman, Batman, Wonder Woman, The Flash, Aquaman and The Joker. The company has introduced the collection at manlybands.com starting at \$595.

"DC characters remind us that we all have the potential to be super heroes," said Michelle Luchese, co-founder and co-CEO of **Manly Bands**. "When we put on a ring that represents the fight for justice, it reminds us that we have the power to change the world even in small ways every day."

Examples of the new line of rings include the Superman model, an 8-millimeter-wide ring made of cobalt chrome with a stipple finish with a blue inlay, red sleeve and the Superman emblem; and the Wonder Woman ring, 4 millimeters wide with a yellow gold inlay paying homage to Wonder Woman's Lasso of Truth.

"We all want to be the heroes of our own story," said Manly Bands co-founder and co-CEO Johnathan Ruggiero. "But it's important to remember the help that our partners offer every step of the way. All these super heroes work together to save the day and it's a reminder to every couple out there who get up every day to support each other to do the right thing."

Avetta, an Orem-based provider of supply chain risk management software, has released a new **Subcontractor Management** solution within its Avetta One platform. The solution gives clients visibility into their connected suppliers' subcontractors that may pose hidden risks when coming onto a client's site.

The ability to manage both high-spend and low-spend contractors is now easier in the Avetta One platform, the company said. "Our enhanced Subcontractor Management solution helps clients mitigate previously unseen job site risks by extending their compliance programs to all supplier tiers," said **Taylor Allis**, Avetta's chief product officer. "This solution has the added benefit of ensuring projects are completed on time and gives suppliers a new network feature where



they can source their own compliant subcontractors to deliver on large and complex client projects."

Domo, a cloud-based business intelligence platform based in American Fork, has introduced **Data Apps**, new low-code data tools for everyone across an organization, designed to bring the benefit of data-driven decisions to those who are underserved by traditional business intelligence (BI).



A Data App is experienced as a standalone app on a mobile device or embedded into existing apps and processes. "It is time for organizations to move beyond thinking of data as charts and graphs and towards adopting customized intelligent apps that not only deliver insights but drive action and support the needs of workers right where the work gets done," said **John Mellor**, Domo CEO. "Our focus with Data Apps is supporting the white spaces in organizations where traditional BI and enterprise software applications have not reached."

American Fork-based **eLearning Brothers**, a developer and marketer of online learning courses for business and education, has released **146 new sets of cutout characters** and added them to its asset library. Each set of cutout characters features multiple poses and outfits to fit multiple e-learning needs. In addition, some sets include Adobe Photoshop files so learning designers can change clothing colors. "Learning content is more engaging when the learners can see themselves reflected in the content," said **Andrew Scivally**, CEO of eLearning Brothers. "Our latest cutout character release delivers a diverse selection of cutout characters of many ages, ethnicities and attire — from casual jeans to business suits. Continuing our mission to help organizations create better learning experiences, this release gives our customers even more resources to do that."



Nomi Health, an Orem-based direct-to-consumer healthcare company, has announced the launch of its **Long COVID Care Management Program**, a streamlined virtual care solution enabling patients to successfully manage symptoms of long COVID. By coordinating care, the digitally powered program keeps patients healthier while empowering public- and private-sector organizations to minimize the impacts of long COVID on their communities. "As a country, we face an emerging crisis with no clear path for treating long COVID. The time is now to be proactive on long COVID care management before it further exacerbates patient health and damages our economy," said **Mark Newman**, co-founder and CEO of Nomi Health. "Our program enables people to get back to work and life by taking the stress and confusion out of the process."



Digital customer engagement provider **POPi/o Mobile Video Cloud**, based in Sandy, has released **POPnotary**, a remote online notary software giving financial institutions the ability to notarize electronic documents entirely online with state-of-the-art security, bypassing the need for notarizations to take place in the institution's branches. "Accelerated by the pandemic and resulting restrictions, the demand for remote online notarization has been increasing for loan closings and other legal documents," said **POPi/o CEO Jed Taylor**. "With POPnotary, we're thrilled to bring banks and credit unions the simplest and safest way to notarize documents online and further enhance the comprehensive digital customer experience pioneered by POPi/o." POPnotary connects the signer to the bank notary via video and utilizes POPverify, the platform's ID validation feature, to confirm the signer's identity over video.

Provo-based experience management platform **Qualtrics** has launched **Digital Experience Metrics** a framework designed to measure how a customer's digital experience across an organization's website, mobile apps, digital marketing and social channels impacts how much they spend. DX Metrics, built into Qualtrics CustomerXM, includes a set of questions that measure three aspects of digital experiences: emotion (measured by customer satisfaction), effort (measured by how easy or difficult was it to complete a task) and success (measured by task completion). "Creating great experiences, even in traditionally impersonal digital channels, is a critical differentiator for every business today," said **Brad Anderson**, president of products and services at Qualtrics. "Digital Experience Metrics connect customer sentiment to financial impact, helping organizations understand how investing in better digital experiences can impact their bottom line."



Lehi-based **Volley**, a video messaging platform, has announced a new feature called **Threads** for its asynchronous video messaging app. A thread is a series of replies to a message "volley" that was shared in the main timeline, allowing more people to participate. Volley said it is a "side conversation" between a handful of participants in a larger conversation or channel. "Volley is asynchronous, which is awesome, but that means sometimes you're a little late to the party," according to the company's announcement. "Maybe Josh said something amazing yesterday, but you weren't able to view it until today. The conversation has moved on, but you might want to continue discussing something he shared. With threading you can now reply directly to Josh's volley from yesterday — talk about flexible face-to-face conversation!"

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10 ways to start feeling - and being - valued at work

It happens, let's face it.

At some point in our working lives, we end up in a business environment where nothing we do is ever enough or validated.

Feeling undervalued does one thing really well: It makes you feel stuck.

If you're not sure how to get unstuck and get the validation you deserve, start by focusing in on these 10 scenarios and start getting unstuck.

No. 1; Lack of Gratitude

Sound familiar? Yeah, I know. I feel you!

Can you recall the last time? Thought so. You should be seen and heard at work and for what you contribute. From managers — coworkers even. If they're not, focus in on whether it is particular to your manager or if the company culture itself does not lend to praise and rewards for a job well done. Only thing to do here is to keep asking for feedback. Doesn't hurt to do that.

No. 2; Bad Work Assignments

"Why am I always getting the worst tasks?" It happens.

Happened to me.

Talk about throwing an arrow right into your self-esteem.

Work is a struggle to begin with. Imagine when it's something that offers no stimuli or joy ... double the struggle.

Some questions to ask yourself:

Why are my co-workers getting choice projects and I am not?

Can I discuss these inequities with my manager?

Will discussing it make a difference?

No. 3; No One Has Time for You

"Why is everyone ignoring me when I go to them for answers?"

Is your leader giving time to be heard?

Teams are called teams for a reason. In order to be effective, leaders need to give time to them. It may help change the dynamic.

No. 4; Lack of Support

If you have no backing in whatever project you're involved in, that can be a sign that your efforts are going underappreciated. Asking for help is hard enough as it is. If you ask,

and there's no follow-up, it may be time to consider whether it's worth working it out or leaving altogether.

No. 5; Negative Comments

There's a big difference between constructive criticism and harmful comments at work. You need the former to grow and the latter just needs to go.

Safety and respect should be a daily observance at work.

No. 6; Not Learning and Growing

Work should be a place where you learn new things and improve your skills. Companies and teams are often motivated to invest in their employees.

Talk to your manager about ways your work and role can grow in ways that benefit you, your team and the company.

No. 7; Doing Others' Work

Cinderella doesn't live here anymore! You certainly have enough with your work, no need to take on other people's tasks.

What's most important to you? Your time, what's on your plate or how you're compensated or valued? Important questions to keep at the forefront of your mind.

No. 8; Not Being Compensated

It's your right to be paid for the work that you do.

If you're not being compensated appropriately for your work, it's more than just your work being undervalued. You're not being valued as a human.

No. 9; Lack of Boundaries

Are you being asked to overextend yourself with your time? Does it feel almost inappropriate? Why is your need for personal time not being respected?

No. 10; Feeling Isolated

You are not alone in this. Feeling isolated at work happens more often than you realize. People who are often unappreciated at work feel left on their own.

Appreciation is connective. Without it, it's normal to feel left out in the cold. Isolation can come in many forms — from remote work, to working alone, to feeling unwelcome or even targeted. You deserve to feel supported, welcomed, included.

Angela Civitella is an executive, business leadership coach and founder of Intinde (www.intinde.com).



ANGELA CIVITELLA

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Industry Briefs

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

COMMUNICATIONS

• **Sorenson**, a Salt Lake City-based provider of language services and accessible communication for deaf and hard-of-hearing people, has named **Lance Pickett** as chief relationship officer.



Lance Pickett

Pickett is the first deaf executive to serve in the company's C-suite since the company's founding 20 years ago. He began his career with Sorenson

as a trainer, installing videophone equipment in customers' homes, then rapidly advanced to director of technical support for Sorenson relay service. After 13 years, he was promoted to marketing vice president. Pickett is a graduate of Utah Valley University with a bachelor's degree in multimedia communications technology.

CONSTRUCTION

• **Hamlet Homes**, Salt Lake City, has named **Tami Ostmark**



Tami Ostmark

to its ownership team, making her the first female owner. The company builds townhomes and single-family homes in Northern Utah. Since its founding in 1995, Hamlet has built over 4,000 homes in 65 communities.

CORPORATE

• **Pathlight Capital LP**, based in Boston, has announced it is serving as the administrative agent on the recently funded \$355 million senior secured credit facility for **iFIT Health & Fitness Inc.**, a Logan-based fitness and interactive content and equipment company. Proceeds from the facility will be used to invest in focused growth initiatives, efficiency measures and elevate the iFIT member experience.

ECONOMIC DEVELOPMENT

• The **Economic Development Corporation of Utah** has hired **Sara Adelman** as senior manager of strategic marketing and **Gerritt Vander Linden** for an internship supporting the executive team and the Center for Economic Opportunity & Belonging. Adelman has more



Sara Adelman



Gerritt Vander Linden

than 10 years of experience in marketing and communications across the nonprofit, government and IT sectors, most recently leading the content marketing strategy at Cityworks, a Trimble Company. Adelman will succeed **Michael O'Malley**, who is retiring from economic development

July 1. Vander Linden is studying economics and political science at the University of Utah. EDCUtah said that **Matt Hilburn**, vice president of research and marketing, has left the organization to launch a new research and analytics consulting business.

ECONOMIC INDICATORS

• **Salt Lake City** is No. 6 on a list of "2022's Most Sustainable Cities," compiled by **LawnStarter**. The top-ranked city is San Francisco. The No. 194 city is Peoria, Arizona. Details are at <https://www.lawnstarter.com/blog/studies/most-sustainable-cities/>.

• **Daggett County** tops a list of the "Most Paycheck-Friendly Places in Utah," compiled by **SmartAsset**. It measured the income to cost of living ratio, as well as the unemployment rate, income growth and tax rates in each county. Daggett County was followed, in order, by Wasatch, Summit, Morgan, Davis, Utah, Salt Lake, Tooele, Millard and Weber counties. Details are at <https://smartasset.com/taxes/utah-paycheck-calculator#utah>.

• The average **Utahn** is willing to drive up to 446 miles to get a **good deal on a used car**, according to a survey by **Quantrell Subaru**. Used-car buyers in Alaska are willing to drive 722 miles, while those in Vermont are prepared to drive 286 miles. The longest drive in the lower 48 states is in New Mexico, at 700 miles.

EDUCATION/TRAINING

• **Ameritech College of Healthcare**, Salt Lake City, has changed its name to **Joyce University of Nursing and Health Sciences**. Founded in 1979, the university said the new name "reflects the institution's mission, values and the excellence of its people." The university also announced it was grant-

ed institutional accreditation by the **Northwest Commission on Colleges and Universities**. That followed a multi-year review process that included several site visits and an analysis of the university's faculty, curriculum, facility and programs.

• **Western Governors University**, Salt Lake City, and the **Canyons School District** have announced a partnership to encourage more education support professionals to pursue teaching credentials and careers as teachers. The benefits extend to all district employees and include fee waivers and exclusive scholarship opportunities. WGU has designated \$50,000 in Pathway to Teaching Scholarship funds. Scholarships are valued up to \$5,000 per award and are applicable to any approved WGU bachelor's or master's degree program. As many as 10 district employees will be selected to receive that scholarship. Also, Canyons' employees are eligible to apply for the \$2,500 WGU K-12 Partner Scholarship.

ENERGY

• **Q Hydrogen**, a Park City-based private company that has developed technology for converting water into clean, efficient



Gary Morris

and renewable hydrogen for energy and electricity production across the transportation and industry sectors, has hired **Gary Morris**

as chief corporate development officer. Morris will be directly involved in implementing and growing Q Hydrogen's technology within multiple industries. Morris' experience includes serving in leadership roles for several energy companies, including Tervita, Paradigm Energy Partners and Halliburton, for 31 years. He also continues to serve as a senior advisor to Tudor, Pickering, Holt & Co., an energy industry investment bank.

ENVIRONMENT

• **Bowman Consulting Group Ltd.**, a Virginia-based engineering services firm, has partnered with **Transportation Energy Partners** and dozens of public and private partners on "Drive Clean Rural USA," a U.S. Department of Energy-funded pilot project to bring alternative fuel sources, like hydrogen, electric and more, to rural communities. "Drive Clean Rural USA" is an eight-state pilot project, with Utah participating, funded by the DOE and managed

by the nonprofits TEP and **Clean Fuels Ohio**. The project brings together rural government leaders, business owners, fleet managers, farmers and industry experts to accelerate rural communities' access to clean fuel transportation solutions. Participating county government and private fleet partners will receive free technical assistance from Clean Cities coalitions and the project's industry partners. Drive Clean Rural USA is a three-phase project that will run through June 2024.

EXPANSIONS

• **MarketStar**, an Ogden-based company focused on outsourced sales and B2B revenue acceleration, has secured a location in Dublin, Ireland, for its EMEA headquarters. The company said it will create 300 jobs there over the next three years, bringing its Dublin-based team to 500 people by 2025. In 2019, MarketStar acquired Product2Market, an Irish inside sales and sales development agency based in Dublin. Founded in 1988, MarketStar employs more than 1,750 employees worldwide.

HEALTHCARE

• **Lipocine Inc.**, a Salt Lake City-based biopharmaceutical company focused on neuroendocrine and metabolic disorders, has appointed **Jill M. Jene** and **Dr. Spyros Papapetropoulos** to its board of directors. Jene has more than 20 years of biopharmaceutical strategy, leadership and

deal-making experience. She is the founder and principal of Jene Advisors, a biopharmaceutical advisory firm. Jene was the vice president and head of corporate development, strategy, portfolio planning and alliance management at Adamas until the company was sold to Supernus in November 2021. Before joining Adamas, Jene was vice president of business development for PDL; led business development at twoXAR pharmaceuticals; led more than 36 transactions at Depomed (now Assertio); and held positions at Baxter International, the 3M Co. and Cell Genesys. Papapetropoulos is a biopharmaceutical executive, neuroscientist and neurodegenerative disease clinician. He is currently chief medical officer at Vigil Neurosciences Inc. Prior to Vigil, he served as senior vice president and head of development at Acadia Pharmaceuticals Inc.; CEO at SwanBio Therapeutics; head of research and development and chief medical officer at Cavion; and held senior/executive positions at Biogen Inc., Allergan plc, Pfizer Inc., and Teva Pharmaceuticals Inc.

• **Sera Prognostics Inc.**, a Salt Lake City-based company focused on improving maternal and neonatal health by providing innovative pregnancy biomarker information to doctors and patients, has named **Dr. Jane F. Barlow** to its

see BRIEFS next page

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Industry Briefs

from previous page

board of directors. Barlow has served as CEO of Jane Barlow & Associates LLC, a consulting firm focused on value-based healthcare services and executive vice president and chief clinical officer at Real Endpoints, a data, analytics and advisory firm, since January 2017. She previously served as associate chief medical officer at CVS Health, chief medical officer of CVS Health's Government Services arm, and vice president of clinical innovation at Medco Health Solutions. She currently serves on the board of directors of ContraFect Corp., Viracta Therapeutics Inc. and Point Health; the advisory board of Refactor Health; and the Biotech Advisory Board of Pictet Asset Management. Barlow previously served on the boards of directors of Momenta Pharmaceuticals Inc., Therapeutics MD Inc. and SilverScript Insurance Co.

• **BlueWind Medical Ltd.**, a company developing a device for treatment of overactive bladder, has appointed **Charles F. Cargile** as chief financial officer. The company's main offices are in Park City and Israel. Cargile has more than 25 years of public company executive experience, including 16 years as chief financial officer of Newport Corp, four years as CEO and chairman of the board of Sunworks Inc., and chief financial officer of The Tattooed Chef. Cargile has also served on the boards of directors of four public companies, with experience on various committees.



Charles Cargile

INVESTMENTS

• **Filevine**, a Salt Lake City-based legal work platform, has raised \$108 million in a Series D funding round led by **StepStone Group**, with additional funding from **Golub Capital**, **Signal Peak Ventures** and **Meritech Capital**, repeat investors in Filevine, also participated in the round. Filevine said the funding will help power its expansion more deeply into big law, insurance defense, corporate, governmental, and nonprofit legal counsel teams. Filevine also said it recently made several internal promotions, including **Sean Dowdle** to

executive vice president of sales, **Alex Pearson** to general counsel, **Michael Anderson** to senior vice president of product strategy, **Cain Elliott** to head legal futurist, and co-founder **Nate Morris** to chief culture officer.

• **PassiveLogic**, a Salt Lake City-based company offering an autonomous building platform, has secured \$15 million from **Brookfield Growth**, the growth technology investment arm of Brookfield. The capital will support the development of a first-of-its-kind autonomous buildings platform that can be used to retrofit buildings of all shapes and sizes, and pave the way for the next 30 years of energy efficiency, PassiveLogic said.

We carry more than heavy construction equipment.

Light equipment in stock. Mixers, saws, pumps, generators, jumping jacks, and much more.



LAW

• **Wilson Sonsini Goodrich & Rosati** has hired **Christine Durham** for the firm's litigation department as senior of counsel in its Salt Lake City office.



Christine Durham

Durham's experience includes 35 years of service as a justice on the Utah Supreme Court. With her appointment by Gov. Scott M. Matheson in 1982, she became the first woman to serve on the Utah Supreme Court and later became the court's first woman chief justice. She also served at the district court level. Since 2018, she was an attorney at Zimmerman Booher, an appellate law firm in Salt Lake City.

• **Dorsey & Whitney LLP** has expanded its intellectual property practice in Salt Lake City with the addition of **Richard Green** as of counsel. Green is a registered patent attorney with experi-



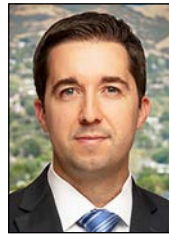
Richard Green

ence helping intellectual property owners protect and commercialize their innovations. He counsels inventors regarding patentability and IP strategy, and prepares and prosecutes patent applications for life sciences and chemical technologies. Before joining Dorsey, Green was of counsel with Stoel Rives in Salt Lake City. His education includes a Ph.D. in biology from the University of Utah and a J.D. from the UofU's S.J. Quinney College of Law.

• **Buchalter** has hired four attorneys in Salt Lake City. **Jason Croft** has joined the firm as a shareholder and global chair of the Patent Procurement and Strategy Practice group. Croft manages patent-related matters for public and private companies. **R. Chad Pugh** has joined as a shareholder and member of the Litigation Practice group. Pugh represents clients in commercial litigation matters, with an emphasis in consumer financial services, securities and real property



Jason Croft



Chad Pugh



Melanie Marcheschi



Jake Barney

matters. **Melanie Marcheschi** has joined the firm as a member of the Real Estate Practice. Marcheschi's expertise includes commercial acquisitions; dispositions; leasing; and title, survey and environmental due diligence in connection with those transactions. She represents buyers, sellers, property owners, tenants, and developers. **Jake Barney** has joined as a member of the Litigation Practice group. Barney has represented clients in litigation at both the trial and appellate court levels. His practice includes professional liability, commercial contracts, real estate matters, trade secrets, construction, shareholder/member disputes, and other complex business matters.

MILESTONES

• **Nature's Sunshine Products Inc.**, a Lehi-based natural health and wellness supplement products company, is marking 50 years in business. It was founded in April of 1972 by Gene and Kristine Hughes and now markets

and distributes nutritional and personal care products in more than 40 countries.

• **Airbnb** has announced that in 2021, older adult hosts (age 60 or older) in Utah earned approximately \$40 million through hosting. The typical income for those hosts was more than \$13,000, or nearly 30 percent of the median retirement income for those 65 and older.

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PHILANTHROPY

• **Nomi Health**, an Orem-based direct healthcare company, has announced it will sponsor \$1 million in therapy and mental healthcare services for frontline healthcare workers in several states. The program will launch May 1 in Utah, Florida and Texas, and on June 1 in Colorado, Hawaii and Nebraska. Healthcare workers will have access to no-cost therapy and mental health services through **Tava Health's** online platform. Workers in frontline care professions will be eligible to receive up to 12 free sessions per person.

• **USANA**, Salt Lake City, has donated \$50,000 in aid to help feed Ukrainian refugees who have crossed into Poland and Romania, along with money for food purchases for those still living in Ukraine. The donation is through an emergency grant request from **Children's Hunger Fund**. The money will be split into two parts. The first \$30,000 will purchase food for Ukrainian refugees crossing into Romania and, if circumstances permit, food for individuals still in Ukraine who need aid. It will provide resources for 1,500-2,000 refugees. The remaining \$20,000 will purchase \$10,000 in food for refugees crossing into Poland, with the other \$10,000 for food for Slavic Gospel Association pastors in Ukraine who continue to help families still living in the

country. An estimated 1,400-1,600 refugees and displaced people will be helped.

REAL ESTATE

• **Investment Property Exchange Services Inc.**, Salt Lake City, has hired **Ashleigh Price** as vice president of national accounts for its Mountain team. Her responsibilities will include educating and consulting with clients and tax, legal and real estate professionals to structure 1031 tax-deferred exchanges at the company's Utah headquarters and throughout the state. Price has over 10 years of 1031 Exchange, CRE, property management wealth management and instructional experience.

• Two multifamily properties totaling 100 units have been sold by **The Ritchie Group** and **Work Horse Properties** to **InTrust Property Group** for an undisclosed amount. **Northridge South Ogden**, 1290 E. 5850 S., Ogden, is a fully renovated, 52-unit property built in 1973 with additional units added in 2018. **Northridge Roy**, 5489 S. 2350 W., Roy, is a 48-unit property built in 1968 and renovated in 2021. The sales were arranged by **CBRE**. Multifamily investment brokers Eli Mills and Patrick Bodnar represented the sellers, and CBRE's debt and structured financing broker, Doug Birrell, secured the financing for the buyers.

• **Brandless**, an omnichannel commerce platform, has leased the entire top floor of the Mountain Tech II building in Lindon. The announcement was made by **Colliers**. Brandon Fugal of Colliers represented Brandless in securing the 25,000-square-foot Class A space. Financial terms were not disclosed.

• **Ensign Engineering & Land Surveying** has leased 18,534 square feet at 45 W. Sego Lily Drive, Sandy, for its headquarters. The lease and expansion was announced by **Colliers**. Travis Yates, vice president, and Vic Galanis, executive vice president, represented Ensign in the headquarters expansion. Financial terms were not disclosed.

RECOGNITIONS

• **Visit Salt Lake**, a private, nonprofit corporation promoting Salt Lake as a convention

Industry Briefs

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and travel destination, has named **Clay Partain**, managing director of Sports Salt Lake, as recipient of the 16th annual **Dianne Nelson Binger Sales Leadership Award**. The award is presented to VSL's top salesperson in honor of Dianne



Clay Partain

Binger, a tireless advocate for Salt Lake and the state for 18 years. Since being hired in the director of sports sales in 2014, Partain booked just shy of 98,000 room nights in 2021, cared for existing clients, forged relationships with 112 new potential clients, hosted 13 site inspections, conducted two sales missions, attended four tradeshows, and served on the national Sports

ETA board of directors. Partain also assumed leadership of Sports Salt Lake, a new division of Visit Salt Lake.

• **Raj Ramanan**, chief operating officer at Scorpion, a Lehi-based company providing technologies and services for local businesses, has been named among five winners of the **"2022 Localogy Leaders Award."**



Raj Ramanan

Localogy is a trade association focused on building and growing the U.S. local marketplace for both its members and local and small-business companies who depend on them. The awards program recognizes executives driving innovation in their organizations, client communities and the marketplace at large.

• **Aktify**, a Lehi-based com-

pany whose artificial intelligence is designed to help sales and marketing teams identify customer intent and drive revenue, has been named a winner in the **Business Intelligence Group's Artificial Intelligence Excellence Awards** program. The award recognizes Aktify's achievements in collective intelligence and natural language understanding.

• **PatientBond**, a Salt Lake City-based company offering patient engagement software-as-a-service, has been named to a list of **"The Americas' Fastest-Growing Companies 2022,"** compiled by *The Financial Times* and **Statista Inc.** It is the third consecutive year for PatientBond to achieve the recognition.

RECREATION

• **Entrada at Snow Canyon Country Club**, St. George, recently unveiled its new David

McLay Kidd-designed golf course to members and dignitaries. During the 17-month renovation project, he redesigned the club's former Johnny Miller- and Fred Bliss-designed course, which opened for play in 1996. He was assisted on the Entranda project by **Troon's** design, development and agronomy team. The new course plays to a par of 71 and measures 7,065 yards from the tips, an increase of 20 yards from the previous design.

• The **Utah Office of Outdoor Recreation** has announced that the **2022 Utah Outdoor Recreation Summit** will take place Sept. 12-13 at the DeJoria Center in Kamas. The event's theme is "Outdoors Forward." Details are at utahoutdoorsummit.com.

RETAIL

• **The Gateway** in Salt Lake City is adding two tenants: **Italian Graffiti** and **Jade Furnish & Design**. The 5,000-square-foot Italian Graffiti is slated for a summer opening at 156 S. 400 W. It will offer a contemporary interpretation of classic Italian fare and hand-crafted family recipes from chef-partner Marc Marrone's Italian-influenced upbringing in New York City. The 5,000 square-foot Jade Furnish & Design will open in August at 79 S. Rio Grande. The showroom will feature in-house furniture and decor options with products readily available to suit all styles and budgets.

TECHNOLOGY

• **Xevant**, a Lehi-based company offering automated data analytics for pharmacy benefit professionals, has added five management team members: **Ashwin Patel**, senior vice president of data; **Gerrit Lemmen**, vice president of rebates; **Greg**

Abram, vice president of sales; **Mike Simmons**, vice president of product management; and **Sahily Paoline**, clinical director. Patel has 20 years of leadership experience in data ware-



Ashwin Patel



Gerrit Lemmen



Greg Abram



Mike Simmons



Sahily Paoline

housing and business intelligence practices within the healthcare sector. Lemmen is an experienced leader in the PBM, specialty and formulary rebate markets. He previously led commercial rebate operations teams at Magellan Rx Management. Abram has more than 12 years of experience in the PBM and healthcare markets. Prior to Xevant, he served in multiple leadership and growth positions with Myriad Genetics, Navitus Health Solutions and others. Simmons has 18 years of experience in product management and launch. Paoline is a licensed pharmacist and has more than 20 years of experience delivering clinical care, building and leading organizations, and staffing and motivating teams in the pharmaceutical and digital health industries.

ENNICO

from page 4

What happens if I leave the company?

This depends on what the option agreement says. Generally, if an employee quits or is terminated without good cause (for example, in a downsizing), the employee loses all options that have not yet vested and is required to exercise his/her vested options within a short period of time (usually 90 days after termination) or else lose them. Some plans allow employees up to one year to exercise options if termi-

nation was due to their death or permanent disability.

If an employee is fired for good cause (for example, incompetence, embezzlement or fraud), he should lose all vested options and the company should have the right to buy back all vested options for \$1. Allowing an employee who has cheated the company to become a stockholder is one of the dumbest things a company can do.

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

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Calendar

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April 26, 8:30-11 a.m.

“Systems,” part of the 10-week Key Bank Business Accelerator program presented by the South Valley Chamber and Suazo Business Center. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost for the 10-week program is \$500 (must be a chamber member to apply). Details are at southvalleychamber.com.

April 26, 9-10:30 a.m.

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

April 26, 9 a.m.-noon

“Planning for Continuity,” part of the nine-week “First Step to Next Step” program presented by the Women’s Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

April 26, 11:30 a.m.-1 p.m.

2022 Athena Leadership Award Ceremony & Luncheon, an Ogden-Weber Chamber of Commerce event. Award recipient is Raquel Da Silva, executive director of Family Promise of Ogden. Location is Timbermine, 1701 Park Blvd., Ogden. Cost is \$30. Details are at ogdenweberchamber.com.

April 26, 11:30 a.m.-1 p.m.

Women in Business, a South Valley Chamber event in partnership with the U.S. Small Business Administration. Speaker is Angela Larson, senior vice president of customer operations at Savant. Location is The Old Dome Meeting Hall, 1452 W. 12600 S., Riverton. Cost is \$12 for members, \$15 for nonmembers. Registration can be completed at Eventbrite.com.

April 27, 8 a.m.-4 p.m.

“Lean Manufacturing 101,” a Salt Lake Community College Employee Development Workshop focusing on gaining a clear understanding of eight wastes in manufacturing, and real-world approaches for reducing wastes. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$350. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

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

“1.9PercentUnemployment! Can You Find and Hold On to Good Employees?” part of the six-part 2022 Small Business Development Series presented by ChamberWest and the U.S. Small Business Administration. Remaining sessions take place May 25, June 29, Sept. 28, Oct. 26 and Nov. 30. Location is Kearns Library, 4275 W. 5345 S., Kearns. Cost is \$99 for the series or \$25 per session for ChamberWest members, \$160 for the series or \$35 per session for nonmembers. Details are at chamberwest.com or (801) 977-8755.

April 27, noon-1 p.m.

“Solve the Business Puzzle: Wave vs. QuickBooks,” a Women’s Business Center of Utah event that takes place online via Zoom. Free. Details to be announced at wbcutah.org.

April 27, noon-1 p.m.

“Walkable Wednesday: Campus Salt Lake,” a ULI (Urban Land Institute) Utah event. Speaker is Newton Breiter, creative director, Lake Union Partners. Location is Campus Salt Lake, 660 S. 400 W., Salt Lake City. Free for ULI members, \$15 for nonmembers. Details are at <https://utah.uli.org/events-2/>.

April 27, 2-6 p.m.

Job Fair, a ChamberWest event. Location is Hunter High School, 4200 S. 5600 W., West Valley City. Details are at chamberwest.com.

April 27, 6-7 p.m.

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

April 28, 7:30 a.m.-2 p.m.

South Jordan Business Summit and Expo, a South Jordan Chamber of Commerce event. Location is Awaken Event Center, 322 W. 11000 S., South Jordan. Details to be announced at southjordanchamber.org.

April 28, 8:30 a.m.-1:30 p.m.

Consumer Summit, a Silicon Slopes event. Theme is “Transform.” Event will bring together industry experts, successful business leaders and entrepreneurs, and funding partners to give insights and discussion on all things “transformation.” Activities include speakers, panel discussions and interactive product experiences. Location is Slopes EVNT Center, 14216 Bangerter Parkway,

Draper. Cost is \$35. Details are at <https://consumersummit.org>.

April 28, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event. Contact the chamber for meeting location. Cost is \$10. Details are at boxelderchamber.com.

April 28, 4-6 p.m.

After Hours Bowling, an ACG (Association for Corporate Growth) Utah event. Location is Fat Cats Bowling Alley, 3739 S. 900 E., Salt Lake City. Cost is \$5 for ACG members, \$15 for nonmembers. Details are at <https://www.acg.org/utah/events/acg-utah-after-hours-bowling>.

April 28, 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>.

May 3-4, 8 a.m.-4 p.m.

“Building and Delivering Effective Training,” a Salt Lake Community College Employee Development Workshop focusing on the science of training development and delivery to maintain the adult learner’s engagement with the learning experience. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$500. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

May 3, 9 a.m.-noon

“Action Plan Presentations and Graduation,” part of the nine-week “First Step to Next Step” program presented by the Women’s Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

May 3, 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>.

May 4-5

Greater Cache Valley Economic and Business Summit, a Cache Valley Chamber of Commerce event. Location is The Riverwoods Conference Center, 615 Riverwoods Parkway, Logan. Cost is \$100. Details to be announced at cachechamber.com.

May 4, 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.

May 4, 3-5 p.m.

Lassonde Entrepreneur Institute 20th Anniversary Celebration, featuring special guests, brief remarks, music, food and more. Location is Lassonde Studios at the University of Utah. Details are at <https://app.acuityscheduling.com/schedule.php?owner=12063266&calendarID=6043065>.

May 5, 12, 19; 8:30-10 a.m.

Marketing Certification Business Academy, a three-course series offered by the South Valley Chamber of Commerce and Target River. Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$100 for members, \$150 for nonmembers. Registration can be completed at Eventbrite.com.

May 5, 9:55-11 a.m.

“Boost Your Business Growth Through Brand Building,” part of Grow with Google’s Partner Digital Series presented by Grow with Google and the Women’s Business Center of Utah. Event takes place online via Zoom. Free. Details are at wbcutah.org.

May 5, 5-7 p.m.

“Business After Hours Mixer,” a Park City Chamber/Bureau event. Location is Wicked Fast Internet, 4554 Forestdale Drive, No. D19, Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

May 5, 6-8 p.m.

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

May 6, 11 a.m.

National Small Business Week, presented by the U.S. Small Business Administration Utah District Office and featuring SBA’s annual Small Business Awards. The Utah Small Business Development Center and the Women’s Business Center will recognize their annual Small Business Award winners. Location is Salt Lake City Marriott City Center, 220 S. State St., Salt Lake City. Registration can be completed at http://bit.ly/UT_NSBW.

May 6, 3 p.m.

One Utah Summit Deal Forum, a VentureCapital.Org event featuring six startups pitching to a

panel of active investors. Investors will pick the top two to three startups to pitch at the One Utah Summit the following week in Salt Lake City. Presenting companies are Jipe, Light Line, Merit 3D, Poly, PurTek and Woobie. Location is Silicon Slopes, 2600 Executive Parkway, No. 140, Lehi. Cost is \$30. Registration can be completed at Eventbrite.com.

May 7, 8 a.m.-5 p.m.

“Find Your Voice” Conference for Women, focusing on mental health, interfaith topics and life challenges. Location is Miller Conference Center at Salt Lake Community College, 9750 S. 300 W., Sandy. Cost is \$35. Details are at <https://www.findyourvoiceconference.com/>.

May 9-11

“Fly Utah” Utah Aeronautics Conference 2022, presented by the Utah Aeronautics Division. Event is expected to attract 500 aviation professionals, state and local officials, mechanics, engineers, planners and industry leaders to improve safety networks, share best practices and foster collaboration. Keynote speaker is Dave Sparks. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Details are at <https://utahaero.com/>.

May 10

One Utah Summit 2022, a biannual “super-summit” hosted by Gov. Spencer Cox that is a combination of the Economic Summit, Global Forum, Energy Summit and Rural Summit. Discussion topics include entrepreneurship, supporting refugees, the new state flag initiative, creating a more equitable and inclusive Utah, and what a future Olympic and Paralympic Games would mean for Utah. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$399. Details are at oneutahsummit.com.

May 10, 11:55 a.m.-12:55 p.m.

Women in Business Luncheon, a Cache Valley Chamber of Commerce event. Location to be determined. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at cachechamber.com.

May 11, noon-1:30 p.m.

Membership Luncheon, a Utah Valley Chamber event. Speaker is author and trainer Kristen Cox, who will discuss how to apply the Theory of Constraints to governments and nonprofits. Location is Young Living

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Holdings, 1538 W. Sandalwood Drive, Lehi. Cost is \$25 for members, \$30 for nonmembers. Details are at thechamber.org.

May 11, 5-6 p.m.

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

May 12, 7:30-9 a.m.

“Eggs and Issues Breakfast,” a Box Elder Chamber of Commerce event. Location is 510 W. 1000 N., Tremonton. Cost is \$6. Details are at boxelderchamber.com.

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

“Breaking Bread,” a ULI (Urban Land Institute) Utah event that will feature a lunch and discussion about the future of the ULI Utah’s Women’s Leadership Initiative. Location is Snell & Wilmer, 15 W. South Temple, Salt Lake City. Cost varies from \$25 to \$40. Details are at <https://utah.uli.org/events-2/>.

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

Women in Business Luncheon, a Davis Chamber of Commerce event. Cost is \$25 for members, \$35 for guests. Details to be announced at davischamberofcommerce.com.

May 12, 2-3:30 p.m.

“Effective Succession and Contingency Planning,” a Women’s Business Center of Utah event. Presenter is Diane Hartz Warsoff, CEO/owner of Transworld Business Advisors of Utah County. Event takes place online (available statewide). Free. Details are at wbcutah.org.

May 12, 6-8 p.m.

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

May 12, 6:30-9:30 p.m.

“Power of Your Purse,” a Women United event. Reception and silent auction starts at 6:30 p.m., with dinner and program starting at 8 p.m. Keynote speaker is Cherie Wood, South Salt Lake mayor. Location is Natural History Museum of Utah, 301 Wakara Way, Salt Lake City. Cost is \$150. Details are at <https://uw.org/power-of-your-purse/>.

May 14, 10 a.m.-3 p.m.

Utah Teen Entrepreneur Expo 2022, hosted by business classes at Westlake, Lehi,

American Fork, Cedar Valley and Mountain View high schools. Location is Outlets at Traverse Mountain, 3700 N. Cabelas Blvd., Lehi. Details are at calvinbarnum@alpinedistrict.org.

May 17, 8 a.m.-1:30 p.m.

Wasatch Back Economic Summit, presented in partnership with the Park City Chamber of Commerce & Visitors Bureau, the Heber Valley Chamber of Commerce, Wasatch County, Summit County and Park City Municipal. Summit will feature informational presentations, breakout sessions, updates from industry leaders and networking opportunities. Location is Zermatt Resort, 784 W. Resort Drive, Midway. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

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

“Business Women’s Forum 2022: Becoming a Changemaker,” featuring a look at the Utah System of Higher Education’s Equity Lens Framework. Speaker is Laís Martinez, assistant commissioner for equity, diversity and inclusion, Utah System of Higher Education. Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at slchamber.com.

May 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.

May 17, 11:30 a.m.-1 p.m.

Professional Development Series, a ChamberWest event. Speaker Jason Perry, director of the Hinckley Institute of Politics and host of “The Hinckley Report,” will discuss “Politics: The Only Sport.” Location is Embassy Suites Hotel, 3524 S. Market St., West Valley City. Cost is \$25 for members by May 11, \$35 for members after May 11 and for nonmembers. Details are at chamberwest.com or (801) 977-8755.

May 17, noon-1 p.m.

Local First Collab, a Utah Black Chamber of Commerce event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at utahblackchamber.com.

May 17, 6-9 p.m.

“Pillar of the Valley” Gala, a Utah Valley Chamber event honoring Carine Clark and Steve Densley (posthumously). Location

is Utah Valley Convention Center, 220 W. Center St., Provo. Details to be announced at thechamber.org.

May 18

UMA Annual Golf Tournament, a Utah Manufacturers Association event. Location is Stonebridge Golf Course, 4415 Links Drive, West Valley City. Details to be announced.

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

“Applying Leadership Principles,” part of the Salt Lake Community College Frontline Leader Workshop Series and focusing on negotiating employee discipline, setting clear expectations and using measuring tools in a legal and effective manner to maximize team performance. Location is SLCC’s Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

May 18, 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.

May 18, 5:30-6:30 p.m.

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

May 18, 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>.

May 19, 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 or by contacting Randy Hunt of the ConnectShare Advisory Board at randy@clearpath-strat.com.

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

Chamber Luncheon, a Davis Chamber of Commerce event. Speaker is leadership expert Lorin Jeppsen, founder of Live Lead Love Group and owner of American Fit LLC. Location is Business Resource Center, Davis Technical College, 450 S. Simmons Way, Kaysville. Cost is \$25 for chamber members, \$35 for guests. Details are at davischamberofcommerce.com.

May 19, 6-9 p.m.

“Giant in Our City 2022,” a Salt Lake Chamber black-tie event honoring Ray Pickup, CEO

of WCF Insurance. Location is Grand America Hotel, 555 S. Main St., Salt Lake City. Cost is \$250. Sponsorships are available. Details are at slchamber.com.

May 20

2022 Spring Nubiz Symposium: “Customer Service.” Details to be announced at ogdenweberchamber.com.

May 20, 11:15 a.m.-5:15 p.m.

Veteran-Owned Business Partnership Conference, presented by the South Valley Chamber of Commerce and The Mill Entrepreneurship Center at Salt Lake Community College. Keynote speaker Colby Jenkins, CEO of School Pulse, will discuss “Helping to Build Your A-Team.” Keynote speaker Misty Stutsman Fox, director of the entrepreneurship and small-business portfolio at Syracuse University’s Institute for Veteran & Military Families, will discuss “Common Myths: Veteran Ownership.” Breakout session topics include government contracts and social media marketing. Location is SLCC’s Miller Campus, The Mill Conference Center, 9750 S. 300 W., Sandy. Cost is \$30. Registration can be completed at Eventbrite.com.

May 24

Corporate Tour, a Utah Black Chamber of Commerce event. Location is Weave, 2000 Ashton Blvd., Suite 100, Lehi. Details are at utahblackchamber.com.

May 24, 11:30 a.m.-1 p.m.

Women in Business Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah’s Restaurant, 1307 W. 12th St., Marriott-Slaterville. Cost is \$20 for WIB members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

May 24, 1-2:30 p.m.

“How to Use Instagram to Market Your Business,” a Women’s Business Center of Utah event. Presenter is Skye Clayton, owner of Seedling to Stars. Event takes place online via Zoom. Free. Details are at wbcutah.org.

May 25, 8 a.m.-noon

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

May 26, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event. Contact the chamber office for meeting location. Cost is \$10. Details are at boxelderchamber.com.

May 26, 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>.

May 26, 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>.

June 1, 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.

June 2, 8-9 a.m.

“Coffee Chat with the CEO,” a Park City Chamber/Bureau event. CEO Jennifer Wesselhoff will be available for friendly, informal conversation about how the chamber can most effectively serve businesses and the community. Location is Kimball Junction Visitor Information Center, 1794 Olympic Parkway Blvd., Park City. Free. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

June 2, 9-10 a.m.

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

June 2, 6-8 p.m.

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

June 3, 8 a.m.-2 p.m.

Chamber of Commerce Golf Tournament, a Box Elder Chamber of Commerce event. Location is Eagle Mountain Golf Course, 960 E. 700 S., Brigham City. Cost is \$300 for a foursome. Details are at boxelderchamber.com.

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June 3, 5-7 p.m.

"First Friday," a Utah Black Chamber of Commerce event. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Cost is \$10 for members, \$20 for nonmembers. Details are at utah-blackchamber.com.

June 6, 8 a.m.-2 p.m.

Small Business Golf Tournament 2022, a Utah Valley Chamber event. Location is Timpanogos Golf Course, 1860 S. East Bay Blvd, Provo. Details to be announced at thechamber.org.

June 7, 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>.

June 8, 11:55 a.m.-12:55 p.m.

Women in Business Luncheon, a Cache Valley Chamber of Commerce event. Location to be determined. Cost is \$14 for WIB members, \$16 for nonmembers. Details are at cachechamber.com.

June 8, 4-5 p.m.

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

June 8, 5-7 p.m.

"Business After Hours:

Nonprofit Night," an Ogden-Weber Chamber of Commerce event featuring representatives from several nonprofit organizations. Location is Catholic Community Services, 2504 F Ave., Ogden. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

June 9, 11:30 a.m.-1 p.m.

Women in Business Luncheon, a Davis Chamber of Commerce event. Cost is \$25 for members, \$35 for guests. Details to be announced at davischamberofcommerce.com.

June 9, 11:30 a.m.-1 p.m.

Networking Lunch, a Box Elder Chamber of Commerce event. Location is Bear River Bird Refuge, 2155 W. Forest St., Brigham City. Cost is \$10. Details are at boxelderchamber.com.

June 10, 5-7 p.m.

"Business After Hours," a Utah Black Chamber of Commerce event. Details to be announced at utahblackchamber.com.

June 13, 7:30 a.m.-3 p.m.

June 2022 Golf Tournament, a Davis Chamber of Commerce event. Registration and breakfast start at 6:30 a.m. Lunch takes place after golf. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.

June 14, 11 a.m.-1 p.m.

Business Women's Forum 2022: "We Can Be Allies:

Finding Common Ground Through Education and Action."

Presenters Mindy Young, managing director, and Olivia Jaramillo, director of public outreach at Equality Utah, will discuss the importance of inclusion, techniques to become better allies to LGBTQ colleagues and ways to better support them in the workplace. Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at slchamber.com.

June 15, 7 a.m.-3 p.m.

Annual ChamberWest Golf Classic. Location is Stonebridge Golf Club, 4415 Links Drive, West Valley City. Details to be announced at chamberwest.com.

June 15, 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.

June 16, 8 a.m.-1:30 p.m.

34th Annual Employment Law Seminar, a Parsons Behle & Latimer event. Location is Marriott City Center Hotel, 220 S. State St., Salt Lake City. Details to be announced.

June 16, 11:30 a.m.-1 p.m.

Chamber Luncheon, a Davis Chamber of Commerce event. Details to be announced at davischamberofcommerce.com.

chamberofcommerce.com.

June 16, 11:45 a.m.-1 p.m.

Connect 4 Lunch, a Point of the Mountain Chamber of Commerce event. Location is Texas Roadhouse, 1402 E. Main St., Lehi. Details are at thepointchamber.com.

June 21, 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.

June 21, 5-6 p.m.

Corporate Tour, a Utah Black Chamber of Commerce event. Location is Comcast, 9602 S. 300 W., Sandy. Details are at utahblackchamber.com.

June 22

"Night at the Aviary," a Utah Black Chamber of Commerce event. Location is Tracy Aviary and Jordan River Nature Center, 589 E. 1300 S., Salt Lake City. Details are at utahblackchamber.com.

June 23, noon-1 p.m.

Women in Business Meeting, a Box Elder Chamber of Commerce event. Contact the chamber office for meeting location. Cost is \$10. Details are at boxelderchamber.com.

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

Women in Business

Luncheon, an Ogden-Weber Chamber of Commerce event. Location is Jeremiah's Restaurant, 1307 W. 12th St., Marriott-Slaterville. Cost is \$20 for WIB members and first-time guests, \$30 for nonmembers. Details are at ogdenweberchamber.com.

July 6, 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.

July 13, 11:55 a.m.-1 p.m.

Women in Business, a Cache Valley Chamber of Commerce event. Speaker is Liz Butcher, owner of Butcher's Bunches. Location is Cache County Event Center, 490 S. 500 W., Logan. Cost is \$15 for WIB members, \$18 for nonmembers, \$20 at the door. Details are at cachechamber.com.

July 13, 5-7 p.m.

"Business After Hours," an Ogden-Weber Chamber of Commerce event. Details to be announced at ogdenweberchamber.com.

July 18, 7:30 a.m.-3 p.m.

July 2022 Golf Tournament, a Davis Chamber of Commerce event. Registration and breakfast start at 6:30 a.m. Lunch takes place after golf. Location is Valley View Golf Course, 2501 E. Gentile St., Layton. Details are at davischamberofcommerce.com.



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