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# Union activity in Utah?

*Yes, it's a real thing, and you need to be ready for it*

On Sept. 8, 2021, Pres. Joe Biden addressed a meeting of union leaders in the White House saying, "Labor will always be welcome. ... I intend to be the most pro-union president leading the most pro-union administration in American history." The president has been good to his word, with the National Labor Relations Board (NLRB) enthusiastically leading the charge.

Utah employers might think that in a deeply "red," right-to-work state, they don't need to pay attention to organized labor or the administrative actions of the NLRB. That would be short-sighted. Unionization has come to Utah. Recent organizing among mechanics and electricians at the Park City ski resort and at several local Starbucks outlets are consistent with nationwide trends reflecting a significant uptick in union activity. Utah is not immune to union organization and employers would be wise to take notice of recent developments.

***Are unions a potential threat to Utah employers?***

Yes. Unionization is a universal response to employee dissatisfaction. With the voice of Biden helping to shape public attitudes, unions are

enjoying a level of public support not seen since the 1960s, with 71 percent of Americans expressing approval of labor unions in the most recent Gallop Poll. This general public sentiment, coupled with changing dynamics in the workforce, have resulted in unprecedented increases in the number of petitions for union elections filed with the NLRB in 2022.

As more highly educated, younger and politically progressive people enter the workforce in rank-and-file jobs, we have seen

those employees in Utah and other states look to assert themselves in the workplace by seeking a greater voice within their companies. This has led to more organization efforts, both with traditional labor unions and in non-traditional, worker-focused ways.

Some have collaborated with community groups and local religious organizations to amplify a pro-union message. These "new-wave" workers also are adept at using social media to publicize complaints about working conditions and other terms of employment. This ease of communication to large groups makes union organizing

far easier today than in the past, when unions had to rely upon surreptitious face-to-face meetings and hallway conversations to spread their message.

For all of these reasons, organized labor is an imminent threat to Utah employers.

***What can unions accomplish in Utah as a right-to-work state?***

A lot. The mere existence of a right-to-work statute does not eliminate the threat of unionization. Just because employees cannot be forced to join a union does not mean that unions cannot win elections or become a substantial force in a particular workplace. Unions have the legal right under the National Labor Relations Act (NLRA) to communicate their message to employees, campaign and win elections and negotiate collective bargaining agreements.

While Utah's right-to-work laws mean that employees covered by a union contract cannot be required to become members or pay union dues, unions can attempt to persuade employees that they should actively participate by engaging in union activities while paying dues.



STEVEN SUFLAS

see UNIONS page F12



# STAFFING & RECRUITING FIRMS

Ranked by Number of Utah Temporary Employees Assigned Per Week



	Company Name Address	Phone Web	No. of Utah Temps Assigned Per Week	No. of Direct Hire/Contract Hire Assigned in 2021	No. of Utah Offices	No. of Offices Nationwide	Industries Served	Benefits Available	Local Executive(s)
1	<b>Nexeo HR</b> 2600 W. Executive Parkway Ste. 160, Lehi, UT 84043	801-658-4700 nexeohr.com	1,900	13,500	6	12	Accounting, banking, finance, customer service, call center, construction, skilled trades, government, nonprofit, healthcare, health sciences, wellness, hospitality, events, manufacturing, industrial, technology, software, engineering, warehouse distribution, fulfillment	Medical, dental, vision, limited life, short-term disability insurance; Refer-a-Friend bonus, other financial incentives; weekly direct deposit, Rapid Pay card; social media giveaway (Amazon gift cards, etc.); employee of the month; hassle-free job search	Search Division Jonathan Olsen Recruiting Mgr.
2	<b>Resource MFG/Prologistix</b> 2115 S. 3600 W. West Valley City, UT 84119	801-265-1999 resourcemfg.com or prologistix.com	1,500	500	6	500	Manufacturing, distribution, call center	Better work/life, free education, medical, dental, vision, 401(k), short-term disability, accidental death/dismemberment	Keri Golden-Samora
3	<b>Spherion</b> 204 E. 900 S., Ste. 101 SLC, UT 84111	801-519-5093 spherion.com/utah	1,300*	*	5*	*	Technology, light industrial, clerical/call center, professional	Medical	Ron Zarbock Owner
4	<b>Synergy Staffing Partners</b> 5578 S. Redwood Road, Ste. B Taylorsville, UT 84123	801-266-9675 synergy staffing4u.com	400	2	1	1	Light industrial, manufacturing, distribution, administrative clerical & professional direct-hire	Medical insurance	Bret VanLeeuwen
5	<b>LG Resources</b> 721 N. Main St. Layton, UT 840041	801-900-4726 lgresources.com	300*	100*	3*	3*	Light industrial, heavy industrial, office, professional	Yes	Troy Hyde Owner, CEO
6	<b>Remedy Intelligent Staffing</b> 525 W. 5300 S., Ste. 210 SLC, UT 84123	801-685-8100 remedystaffing.com	275	200	2	490+	Light industrial, heavy industrial, office, professional	Medical, dental, vision, better work/life, skill training	John Gray
7	<b>PrincePerelson &amp; Assoc.</b> 2180 S. 1300 E., Ste. 350 SLC, UT 84106	801-532-1000 perelson.com	225	*	1	1	Nine unique practice areas focusing on the following areas of expertise: accounting & finance, call center & customer service, creative & marketing, computer science & IT, human resources, legal, manufacturing & engineering, office & administrative, & sales	Health benefits, PTO, 401(k)	Jill Perelson
8	<b>Apex Staffing LLC</b> 58 E. Cleveland Ave. SLC, UT 84115	801-328-9567 apexjobs.net	200	*	1	1	Construction, heavy & light industrial	Health insurance, 401(k)	Mike Robison Phil Boyer
9	<b>Smith Johnson Group Inc.</b> IT Talent Specialists 8899 S. 700 E., Ste. 275 Sandy, UT 84070	801-984-4700 smithjohnson.com	50	36%	1	2	IT recruiting/staffing/headhunting	Healthcare, retirement, PTO, life insurance, vacation/sick, dental/vision	Dennis Johnson President Neal Summers, VP Rhonda Grillone, VP
10	<b>Vital Signs Staffing LLC</b> 3761 S. 700 E., Ste. 150 SLC, UT 84106	801-892-8300 vitalstaffs.com	45*	5*	1	1	Clerical, professional & medical staffing	Holiday & vacation pay, incentive bonuses	Bill & Shari Whitworth
11	<b>Paradise Staffing</b> 1086 W. South Jordan Parkway, Ste. 103 South Jordan, UT 84095	801-446-8832 paradise staffingllc.com	*	36	1	1	Office, administrative, HR, management, IT, lab techs, UC	Varies	Kenalee Mead Lauri Robison
12	<b>Kelly Services</b> 181 E. 5600 S., Ste. 140 SLC, UT 84107	801-266-0067 kellyservices.us	*	*	3	*	Aerospace, contact center, light industrial, manufacturing, pharmaceutical, warehouse, distribution	Health, dental, short-term disability, holiday & vacation pay	Tiffany Murphy

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# Are your ducks in a row?

*With Biden beefing up the EEOC, now is the time for smart businesses to review their current policies and procedures to ensure compliance*

The Equal Employment Opportunity Commission (EEOC) was established in 1965 as part of the historic Civil Rights Act of 1964. Title VII of that act prohibits employment discrimination based on race, sex, color, religion and national origin. The act applies to private employers, labor unions and employment agencies. During the past 57 years, the EEOC's jurisdiction has grown and now includes, in addition to Title VII, the Age Discrimination in Employment Act of 1967, the Pregnancy Discrimination Act of 1978, the Equal Pay Act of 1963, Titles I and V of the Americans with Disabilities Act of 1990 and Title II of the Genetic Information Nondiscrimination Act of 2008.

Over the decades, the EEOC's priorities have remained the same — to prevent and remedy employment discrimination and advance equal opportunity in the workplace. Still, recent developments signal that the EEOC is shaping up to begin an aggressive increase in enforcement activity under the Biden administration. It is critical that employers take heed regarding the EEOC's strategic priorities and enforcement agendas.

In November, the EEOC released the preliminary draft of its 2022-26 Strategic Plan. The Draft Strategic Plan establishes a framework for achieving the EEOC's mission to

“prevent and remedy unlawful discrimination and enforce civil rights in the workplace.” The Draft Strategic Plan also outlined the following strategic goals and objectives for the years ahead: 1. Combat and prevent

employment discrimination through the strategic application of EEOC's law enforcement authorities; 2. Prevent employment discrimination and advance equal employment opportunities through education and outreach; 3. Strive for organizational excellence through its people, practices

and technology.

Earlier this year the EEOC reported that in FY 2021 it had higher recoveries through the administrative process; higher merit factor resolutions resulting in nearly one in five charges resolved favorably to workers; had begun rebuilding the agency's litigation program, which would include filing more lawsuits; and had successfully handled more mediations — both in number and benefits to charging parties.

And the EEOC finished FY 2022 with a surge of filings, including filing more than 40 lawsuits against employers in September alone (down from the 59 lawsuits filed in September of FY 2021, but still a significant increase from 2020). Most of the recently filed EEOC lawsuits against employers assert claims for race and sex discrimination, sexual

harassment against women and pay equity issues.

Additionally, the new administration indicated that it will increase the EEOC's enforcement capacity. In 2020, the agency had 1,939 employees. Under Biden, the agency increased its size to 2,100 employees and expects to reach 2,300 employees by the end of 2022 as part of its self-described “rebuilding.”

Biden also released his 2023 budget, with a proposed a \$464 million increase for the EEOC, which represents a 10.6 percent increase over the 2022 enacted level and, if approved, would be the largest budget ever. The EEOC reported that with the president's budget and robust workforce planning, the EEOC plans to improve its capacity to advance the agency's mission and vigorously enforce the laws entrusted to the EEOC, focusing on four broad areas: 1. Racial justice and combatting systemic discrimination on all protected bases, 2. Pay equity, 3. Addressing the civil rights impact of the COVID-19 pandemic and, 4. Further strengthening the agency.

With an expanding staff and a vastly increased proposed budget, now is the time for smart businesses to review their current policies and procedures to ensure workplace policies and training are comprehensive, up-to-date and compliant with federal law. Below is a list of recommended priorities for employers as we move into 2023:

- Review recruiting and hiring procedures to ensure that both are accessible to individuals with disabilities and are as objective as possible. Additionally, any pre-employment screening tools should be job-related and employers should review whether any tools, including artificial intelligence (AI), disparately exclude applicants. The EEOC announced in 2021 that it was launching an initiative to ensure that AI and other emerging tools used in hiring and other employment decisions comply with federal civil rights laws. According to the EEOC, these tools may mask and perpetuate bias or create new discriminatory barriers to jobs. Moreover, both disparate treatment and disparate impact arising from the use of algorithms and AI falls squarely with the EEOC's stated priority to address systemic discrimination.

- Review and update employment policies prohibiting unlawful discrimination and harassment. If your company has not revisited its employee handbook recently, or if your company does not have a widely disseminated, comprehensive policy prohibiting harassment and retaliation, now is the time to take a critical look at your company's policy and distribution channels. A comprehensive policy defines what constitutes harassment, including sexual harassment, and provides examples of conduct that will



KATHLEEN WERON

see EEOC page F8

# ADVERTISING AGENCIES

Ranked by Utah Gross Sales 2021



	Company Name Address	Phone Web	Gross Utah Sales 2021	No. of Utah Full-Time Employees	No. of Utah Locations	Nationwide Locations	No. of Utah Accounts	Services Offered	Owner/Manager
1	<b>Thomas Arts</b> 240 S. 200 W. Farmington, UT 84025	801-451-5365 thomasarts.com	\$50M*	218	1	4	*	Strategy, creative, digital, full-service advertising agency	Integrity Marketing Dave Thomas
2	<b>Love Communications</b> 546 S. 200 W. SLC, UT 84101	801-519-8880 lovecomm.net	\$35M*	45	1	1	36	Full-service advertising & public relations firm offering digital & traditional products including brand planning, gov't. relations & website development	Thomas Love Alan Reighard Preston Wood—Partners
3	<b>Max Connect Marketing</b> 13702 S. 200 W., Unit B-1 Draper, UT 84020	801-260-2835 maxconnect.com	\$30M	58	1	4	70	Digital marketing, PPC, paid search, display & video pre-roll ad buying; search engine optimization; lead nurturing, marketing automation; conversion rate optimization; digital analytics & data optimization; creative & brand services	Devin Deaton Kyle Nelson Travis Draper Ryan John Greg Weeks Phil Case
4	<b>RUMOR Advertising</b> 255 Riverbend Way, Ste. 220 North Salt Lake, UT 84054	801-355-5510 rumoradvertising.com	\$23M	20	1	1	*	Strategy, media, digital, web development & design	Shane O'Toole Founder/CEO
5	<b>Penna Powers</b> 1706 S. Major St. SLC, UT 84115	801-487-4800 pennapowers.com	\$20.5M	40	1	1	50	Advertising, content, PR, branding, digital communications agency	David L. Smith Partner/CFO
6	<b>R&amp;R Partners</b> 155 N. 400 W., No. 510 SLC, UT 84103	801-531-6877 rrpartners.com	\$19.85M	30	1	8	*	Advertising, marketing, public relations & public affairs	Kyle Curtis President SLC
7	<b>MaHK Advertising</b> 2545 E. Parleys Way SLC, UT 84109	801-424-5005 mahkadvertising.com	\$11.2M*	36	1	1	*	Advertising agency	Walt McRoberts, EVP Karen Andrews, EVP Tal Harry, EVP Jason Kasing, EVP
8	<b>FUEL Marketing LLC</b> 2005 E. 2700 S., Ste. 180 SLC, UT 84109	801-484-2888 fuelmarketing.com	\$9.9M	18	1	1	50+	Advertising, marketing, media & public relations agency	Donna Foster Brad Plowman
9	<b>Holmes &amp; Co. Advertising</b> 8180 S. Highland Drive Sandy, UT 84093	801-355-2211 holmesco.com	\$1.1M	5	1	1	2	Full-service advertising & consulting agency	Lisa Holmes Owner/CEO
10	<b>Modern8 Corp.</b> 145 W. 200 S. SLC, UT 84101	801-355-9541 modern8.com	\$1M	9	1	1	*	Brand design agency	Alysha Smith Managing Director
11	<b>BWP Communications</b> 654 W. 100 S. SLC, UT 84104	801-359-2766 bwppcommunications.com	\$970K	9	1	1	*	Advertising, marketing, brand development, strategic communications	Brett Palmer President
12	<b>360 Touch</b> 4222 Hilltop Drive Park City, UT 84098	435-655-0360 360-touch.com	*	1	1	1	12	Full-service advertising agency including traditional media buying, digital medial placement, production and graphic design. We are a Google & Facebook partner & offer in-house programmatic digital media buying	Lutisha Merrill President
13	<b>Boncom</b> 55 N. 300 W. SLC, UT 84180	801-237-2400 boncom.com	*	80	1	3	10	Full-service marketing and advertising agency specializing in behavior change campaigns using best practices in strategy, research, creative, video production, design, UX, social media, influencer marketing, public relations, media buying & analytics	Andrew Bagley President
14	<b>MRM West</b> 60 E. South Temple, Ste. 1400 SLC, UT 84111	801-257-7700 mrm-mccann.com	*	200	1	1	*	B2B marketing & advertising	Brian Renaud General Manager
15	<b>Struck</b> 257 E. 200 S., Ste. 150 SLC, UT 84111	801-531-0122 struck.com	*	35+	1	1	15-20	Struck works with companies ready to transform their brands in the tourism, hospitality & biotech industries, partnering at key inflection points to boost brand awareness, engagement & growth. Rebranding, repositioning & fundraising preparation are particular areas of expertise.	Pauline Ploquin President Brent Watts Exec. Creative Director Andrew Howlett CEO
16	<b>Red Rider Creative</b> 55 N. Merchant St. American Fork, UT 84003	801-226-1289 redridercreative.com	*	14	1	1	15+	Full-service marketing & advertising agency. Branding, graphic design, video production, media buying, web design, strategy & consulting	Clark Taylor CEO

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# OFFICE EQUIPMENT DEALERS

Ranked by Number of Utah Employees



	Company Name Address	Phone Web	No. of Utah Employees	Multifunction Products Sold YTD	No. of Utah Locations	No. of Nationwide Locations	No. of Utah Accounts	Services Offered	Machine Brands Available	Local Executive(s)
1	<b>Les Olson Co.</b> 3244 S. 300 W. SLC, UT 84115	801-486-7431 lesolson.com	282	*	8	9	*	Managed IT, IT hardware, copiers, printers, scanners	Sharp, HP, Fujitsu, Riso, Formax	Lisa Thaller James Olson
2	<b>Valley Office Systems</b> 2500 S. Decker Lake Blvd. Ste. 24SLC, UT 84116	801-770-3300 valleyofficesystems. com	27	1,500	3	8	2,900	Copiers, printers, scanners, production, document management, printer fleet management	Ricoh, Canon, Kyocera, HP	Dave Crook Carrie Packard Luis Hernandez
3	<b>Fisher's Technology</b> 7023 S. 700 W. Midvale, UT 84047	801-938-7311 fisherstech.com	15	*	1	*	*	Sell & service copiers & printers, toner, document management, IT managed services	*	Chris Taylor, CEO Ty Grigsby, President J.T. Jones, CFO Eric Strand, VP
4	<b>Ability Business Solutions Inc.</b> 1556 S. Main St. SLC, UT 84115	801-466-8486 abilitybusiness solutions.com	10	179	1	1	800	Copiers, printers, managed print, unified communications, VoIP phone solutions & IT services	Xerox, Lexmark, Konica Minolta, Ricoh, HP, Sharp	Dennis Cavazos President Mark Cavazos VP
5	<b>CopyDoc Inc.</b> 90 W. 500 S., Ste. 425 Bountiful, UT 84010	801-294-5686 copydocutah.com	1	10	1	1	1,000	Sales, service & supplies for nearly all brands of multifunction copiers, laser printers, fax machines	Kyocera, Copystar, Canon	Layne Black

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David C. Castleberry  
Office Managing Shareholder



Kathleen D. Weron  
Shareholder

# OFFICE FURNITURE DEALERS

Ranked by 2021 Total Revenue



	Company Name Address	Phone Web	Total Revenue 2021	No. of Utah Employees	No. of Utah Offices	Products & Services	Notable Projects	Local Executive(s)
1	<b>Henriksen/Butler</b> 249 S. 400 E. SLC, UT 84111	801-363-5881 hbdg.com	\$97M	156	2	Furniture, prefab interior construction, speciality storage	Divvy, Extra Space Storage, Ivanti, Layton Construction, Nu Skin, Pit Viper, Traeger Pellet Grills, Zions Bancorporation	David Colling, CEO Zach Fronk, Principal
2	<b>Midwest Commercial Interiors</b> 987 S. West Temple SLC, UT 84101	801-359-7681 mwciutah.com	\$32.6M	60	1	Commercial furniture, architectural walls, interior design support & finishes	Myriad Genetics, CHG, Spanish Fork Hospital, Primary Children's Hospital, West Valley City Hall, HCA Regional Corporate Offices	Sean Wright President Marshall Tate, CEO
3	<b>Interior Solutions</b> 2375 S. 300 W. South SLC, UT 84115	801-531-7538 interiorsolutions.net	\$25M	35	1	Interior design, office furniture installation, storage systems projects & creation of specialized work environments	*	Amanda Wallace
4	<b>OFS Interiors</b> 4753 Holladay Blvd. Holladay, UT 84117	801-974-1970 ofsinteriors.com	\$5M*	15*	1	Architectural & interior design, office furniture, installation	*	Jonas Persch Owner/President
5	<b>Wholesale Office Furniture</b> 421 W. 12300 S. Draper, UT 84020	801-758-6639 wholesaleoffices.com	\$3M	6	1	New & used office furniture	Molina Healthcare, Quick Quack Car Wash, LKL Associates, Dentine Mathews Dental, Ken Garff, Central Bank, Beyond Investments	Jacob DeKlerk John DeKlerk Robert DeKlerk
6	<b>Wood Revival Desk Co.</b> 2502 S. 3270 W. SLC, UT 84119	801-972-4224 woodrevival.com	\$360K	7	1	Custom office furniture	*	Charles & Deanne Hastings
7	<b>Main Street Office Furniture</b> 3965 S. State St. SLC, UT 84107	801-685-8448 msof.com	*	28	1	Space planning, interior design, furniture sales, furniture installation, workplace relocation and decommission	*	Wes Israelsson
8	<b>Strive Workplace Solutions</b> 1101 E. Cambridge, Ste. 3 Layton, UT 84047	801-773-2512 striveoffice.com	*	16	2	Office suites: desks, credenzas, bookcases, chairs, systems, sit-stand; office supplies; janitorial supplies; personal protection products; promotional products; custom printing	*	Lance Wolfley
9	<b>CCG</b> 358 S. Rio Grande St., Ste. 100 SLC, UT 84101	801-359-6622 ccgslc.com	*	72*	*	Office furniture, interior design, architectural walls, raised-access flooring	*	Carmelle Jensen CEO/President

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## EEOC

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not be tolerated in the workplace. The policy should also provide multiple avenues to complain and outline the reporting process. The complaint route should not be limited to the employee's immediate supervisor, since that person may be the harasser. The policy should also designate those in authority to whom complaints should be made with specific name, title and contact information. Indicate whether complaints to mid-level managers, not otherwise designated, will be insufficient to put the company on notice and encourage employees to report

to designated personnel promptly. A comprehensive policy should provide assurance that the company will not retaliate or tolerate retaliation against anyone complaining or participating in an investigation of a complaint.

- Provide proactive training for all employees to educate them on workplace rights and, importantly, internal reporting procedures. Provide specific training for managers and supervisors on how to handle an employee complaint of unlawful discrimination, harassment or retaliation. Ensure that all managers understand their responsibility to address and prevent unlawful retaliation. Keep careful records of who attends each training session and the material that was presented. An

employer may need to show that an individual received training regarding the complaint process and documentation of an employee's attendance at a training seminar is critical in the event a harassment claim is asserted against the employer.

Take reports of discrimination, harassment and/or retaliation seriously and investigate all claims promptly, taking immediate remedial action when necessary.

- Be aware of the EEOC's focus on racial justice and combatting systemic discrimination on all protected bases. Review policies and procedures that may have a disparate impact on a protected class (individuals who have a disability, for example) and confirm

documentation and retention policies to assure that applicant and employee data is properly recorded, maintained, up-to-date and accessible.

Looking forward, employers should expect a more robust and aggressive EEOC. Taking the time now to review workplace policies, practices and institute employee training will ensure compliance and help avoid, or provide valuable defenses to, EEOC investigations and claims down the road.

Kathleen D. Weron is an employment law attorney with Ogletree Deakins in Salt Lake City. She regularly advises Utah businesses on employment compliance issues, drafts workplace policies and employee manuals and conducts comprehensive executive and employee training.





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COMMERCIAL INTERIORS

# COMMERCIAL PRINTERS

Ranked by Number of Utah Full-Time Employees



	Company Name Address	Phone Web	Gross Utah Sales 2021	No. of Utah Full-Time Employees	Year Est.	Services	Owner/ Manager/CEO
1	<b>Hudson Printing Co.</b> 241 W. 1700 S. SLC, UT 84115	801-486-4611 hudsonprinting.com	\$33M	200	1909	High-quality, high-volume, service-oriented commercial printer	Paul Hudson Steve Furlong
2	<b>Peczuh Printing Co. Inc.</b> 355 E. 100 S. Price, UT 84501	435-637-0256 peczuh.com	\$31M	115	1962	Print communications, packaging, mailing, fulfillment	Frank Peczuh Timothy Peczuh Partners
3	<b>Liberty Press LLC</b> 1180 N. Mountain Springs Parkway Springville, UT 84663	801-853-5353 libertypress.com	\$30M	110	1978	Commercial printing	Mark D. Oldham
4	<b>Sun Print Solutions</b> 2105 W. Printers Row West Valley City, UT 84119	801-972-6120 sunprintsolutions.com	\$20M	86	1941	Commercial printing, digital printing, direct mail, packaging	Sara Deneau Jennifer Burrell
5	<b>NorthStar Printing</b> 131 W. 2050 N. Spanish Fork, UT 84660	801-798-7261 nsprinting.net	*	65	1990s	Full-service, volume print shop, offset printing	Neal Foster Owner
6	<b>Bell Printing and Design</b> 901 E. Highway 193 Layton, UT 84040	801-771-1500 bellprinting.com	\$5M*	33*	1979	Full-service offset & digital printer, large format, promotional item printing, complete bindery solutions, single-to full-color printing available as well as design	Mike Williams General Manager
7	<b>Transcript Bulletin Publishing Co.</b> 58 N. Main St. Tooele, UT 84074	435-882-0050 tooeleonline.com	\$2.8M	30	1894	Printing, publishing, banners & design	Bruce Dunn President
8	<b>Signature Press</b> 155 N. Redwood Road, No. 2754 SLC, UT 84054	801-295-7009 sigpress.net	*	15	1994	Full-service commercial printer, apparel provider and swag producer	Rick Johnson
9	<b>DUMAC Printing</b> 2837 S. 600 W. SLC, UT 84115	801-328-8748 dumac.net	*	14	1953	Offset & digital printing, bindery, full- service mail house with addressing & inserting machines, mailing list acquisition & database management, fulfillment & marketing plan consulting	Randy Schoeck Owner
10	<b>Carr Printing Co. Inc.</b> 580 W. 100 N., P.O. Box 888 Bountiful, UT 84011	801-295-2321 carrprinting.com	\$350K	4	1890	Full-color print, bindery & mailing services	Lloyd B. Carr President
11	<b>Utah Bank Note Co. Inc.</b> <b>UBN Printing Services</b> 4100 S. West Temple SLC, UT 84107	801-262-0074 ubnprint.com	*	*	1935	General commercial printing, business forms, NCR forms	Rob Pannier

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# What does your workspace say about you?

*The pandemic is no longer a valid excuse; it's time to spruce up your business*

There's a proven psychology in creating a beautiful space no matter where you are — whether you work at home or in a workplace. Keeping up with that space makes others feel considered. Does your workplace feel alive and current or stagnant and stale? When was the last time you reconsidered your workplace aesthetic? Below are a few I've noticed around town, along with some tips to get a fresh look, no matter where you work each day.

Guilty of a few of these? It's OK. We've been working hard on other things. Let's laugh it off together and commit to a fresh year and fresh look!

## The Ghost Town

Recently I've found myself walking into reception offices and lobbies that feel like an absolute ghost town. I wonder if I'm in the right place, and there's not often anyone there to help. Eventually, I find my way through what feels like an abandoned building to the suite where my appointment is. Have you had this experience? It's like a post-pandemic apocalyptic office landscape.

Commercial spaces these days still bear the scars of the early onset of the pandemic: Reception desks abandoned long ago, sitting empty. Disheveled furniture spaced out in haphazard groupings. How about those big stickers on the floor reminding everyone to social distance, or old tape marks on the floor collecting dirt? Dead plants in the corners, crispy and frozen in time. Burnt out light bulbs and outdated signage. Sometimes it even feels uneasy to end up in the wrong hallway of one of these places, and that certainly doesn't lend itself to a reliable impression of your business.

Take a moment to step back and look at your space. Reconfigure the furniture. Take those stickers off the floor. Remove unnecessary signage.

Replace that dead plant. Add fresh flowers to the desk to remind your clients and colleagues that there is life and vibrance in that space and that your workplace is current.

## The Place that Never Caught Up

This challenge isn't segregated to just office buildings. Some retail, dining and brick-and-mortar businesses leave me with the same impression: Wiped-out shelves, abandoned aesthetic, visible storage, too much signage and remnants of years we hope to soon forget. This overload can leave the customer confused about your product or service and how well you've caught up since 2020.

With challenges like just making sure you get your shipments on time, aesthetics can easily fall to the bottom of the list — I know firsthand. However, even though there are still numerous challenges to contend with for any brick-and-mortar outfit, your customers are ready to move on and feel fresh, so make sure you're leaving that impression.

Peel the layers of tape and signs off the windows and create something clean. Let the natural light come through to light up the space and add some living plants or succulents to your display tables. Consolidate or ditch empty shelves and make the magic with what you have. Make it fun and reassess what your first impression feels like. Involve some fresh eyes from your company staff for a different perspective.

## The Dismal Dining Room

For restaurants, notice which areas you have quarantined or blocked off, or if there is visible storage. It's not a great look. Nowhere else to store your stuff? Buy a large plant for the entrance of that space to serve as a barrier to visible storage or create a display out of your boxes. A planter on castors is a great way to reconfig-

ure dining spaces, indoors and out. Avoid that abandoned feeling in any room with a big floor plant or holiday tree for a photo op.

Tiny sprigs of leaves, evergreens, even twigs in bud vases on your tables, are also an added touch that feels current to the season. It doesn't need to be fancy or expensive. Just thoughtful — work with what you have and the nature around you. Make sure guest waiting areas are fresh and up to date.

How about the outdoor planters? Talk about very first impressions! I've seen some dreadful planters outside of some fabulous restaurants with great food. Don't forget about those and make them look great for every season. This is where you can relay to your guests that you are fresh and seasonal. Hire a local service or shop a local nursery for help.

## The Whole Kit and Caboodle

Finally, there is one more elephant in the room to discuss when it comes to reimagining your workplace and freshening things up. Contrary to abandoned spaces, front desks overlaid with a mismatch of décor can feel so chaotic. I get it — we must cheer ourselves and everyone up! But have you ever stood at a reception desk with so many holiday decorations and flower pens, statues, candy, fountains and stickers and you felt dizzy? Have you seen someone who has nested into their desks at the office, burrowing deeply into their cubicles filled with trinkets, sports paraphernalia or kitschy décor?

Let me first say that I am a proponent to support each employee's diversity and have a space of inclusivity and expression. Designate that space as a breakroom and employee bulletin or wall, a personal cubicle, etc.

However, the customer-facing part of your business should be clean and organized. Take a fresh look at that reception desk or host stand and ask

yourself what functionally needs to be there. Sometimes it helps to entirely clear the space and reconfigure it from scratch. Designate a single person to set the tone for holiday décor or themed décor. Better yet, hire a service to bring in holiday offerings or florals rotationally. You will be able to choose themes and a schedule that's right for you, so they decorate and you celebrate.

It's obvious that we are not going to have the mass exodus back into the office as expected. There's been no big "welcome back" celebration or pomp and circumstance. Each business has pivoted differently, recreating workspaces at home and changing the retail and dining landscape. Remote job descriptions are expanding and we're all using our space a little bit differently right now.

With the lack of resources or workforce as a challenge for some, thinking about the entrance to the building or the reception area surely hasn't even been considered yet. Well, now is that moment. It's time to pull up our bootstraps and look at how run-down everything has gotten in the past few years. Look at your spaces with fresh eyes and see what you've been aesthetically overlooking. What fell under the radar since the shutdown? Is my workspace welcoming when customers enter and are we representing our brand and message?

We are not in the beginning of the pandemic anymore, Alice. Do this for yourself and see what a difference it makes. If you're unsure, hire a consultant to come look at your space for a new furniture configuration, fresh plants and flowers, outdoor planters, paint or new signage. Make a few small changes to keep things fresh and I guarantee it will be noticed.

Aja Macheel is an interiorscape design specialist with 20 years' horticultural experience. She is currently the sales manager at Salt Lake City's Cactus & Tropicals.



AJA MACHEEL

# OFFICE PLANT SERVICE PROVIDERS

Ranked by Number of Utah Employees



	Company Name Address	Phone Web	No. of Utah Employees	No. of Utah Locations	No. of Utah Accounts	Year Est.	Services	Local Executive
1	<b>Cactus &amp; Tropicals</b> 2735 S. 2000 E. SLC, UT 84109	801-485-2542 cactusandtropicals.com	140	2	900	1975	Design, plants, floral, events, container gardens, holiday, interiorscape services	Scott Pynes
2	<b>Plant Jungle</b> 2194 E. Fort Union Blvd. SLC, UT 84121	801-453-9500 plantjungle.com	18	1	100+	1998	Live plants, silk/faux plants, plant walls, moss walls, patioscapes & retail store	Bonnie Dallimore Founder & Operations
3	<b>Paradise Palm Interior Plantscapes &amp; Indoor Garden Store</b> 307 E. 300 S. SLC, UT 84111	801-582-3212 paradisepalm.com	11	1	200+	1977	Plant care services, sales, retail, living walls, design	John Mueller
4	<b>Foliage Inc.</b> 740 W. 1700 S., Ste. 7 SLC, UT 84104	801-474-0300 foliageutah.com	9 to 11	1	150+	2001	Design, installation & maintenance of interior plants	Julie Ward
5	<b>Intermountain Plant Works</b> 1842 W. Research Way, Ste. 70 West Valley City, UT 84119	801-268-1771 intermountain plantworks.com	7	1	175	1976	Interior plant design, installation, maintenance, living walls & special event rentals	Rick Klass
6	<b>Wasatch Greenscapes</b> 3267 E. 3300 S., Ste. 513 SLC, UT 84109	801-648-2650 wasatchgreenscapes.com	3	1	50	2014	Interior plant maintenance for home & office	Alexander Spencer
7	<b>Plant Gallery</b> 3240 S. 2300 E. SLC, UT 84109	801-792-5206 plant.antique@ outlook.com	2	1	40+	1979	Office plant maintenance, sales, consulting	Steve Long
8	<b>Living Creations, Plants &amp; Flowers by Design</b> 7259 S. 700 W. Midvale, UT 84047	801-485-3219 livingcreations.net	*	1	*	*	Office plants & management, floral arrangement	Scott Olsen



\*Did not disclose. Please note that some firms chose not to respond, or failed to respond in time to our inquiries. All rights reserved. Copyright 2022 by Enterprise Newspaper Group. The Enterprise strives for accuracy in its list publications. If you see errors or omissions in this list, please contact us at lists@senterprise.com.

## UNIONS

from page F1

### What effects would unionization have on Utah workers?

A union message can be convincing. Unions traditionally promise employees higher wages, better benefits, safer workplaces and a voice in business operations. Today, we are seeing new categories of issues driving unionization efforts, such as demands for predictable scheduling, increased staffing, remote work, non-discriminatory treatment, an end to workplace harassment, changes in corporate governance and policy — and the right to not report to a haunted workplace (yes, that is true).

### But wait, there's more.

Separate and apart from NLRB efforts to protect and enhance union rights to organize, the board's general counsel, Jennifer Abruzzo,

has made clear that she wants her agency to investigate non-union workplaces for what she believes to be unlawful policies and practices covering topics such as:

- Employee use of the employer's email systems for purposes of unionization or to discuss other workplace concerns.
- Uniform policies and dress codes.
- Employee access to the employer's property after hours.
- Confidentiality for internal investigations and business information.
- Workplace codes of conduct, such as non-disparagement policies and civility rules.
- Employment arbitration programs.
- Clarification on the definition of independent contractors.
- Photography and audio recordings in the workplace.

Even employers not facing a union organizing campaign must be vigilant to ensure their policies and handbooks are defensible if challenged by the NLRB.

### But wait, there's still more.

Even more importantly, employers must be aware that employees coming forward to complain or protest about a long litany of workplace issues also enjoy protections under the NLRA that will be aggressively defended by the board. This is "protected concerted activity."

As current NLRB Chairman Lauren McFerran said last year, "You know, I don't think anyone, when the act was passed, would have contemplated that it would potentially be used by their 2020 counterparts to join together and demand personal protective equipment during a pandemic, or to challenge the denial of employment protections in a gig economy, or to talk about the silenc-

ing of harassment victims. But in my view, it is manifestly clear from the plain language of the act that it does protect all of this and more."

### Conclusion

Utah employers enjoy the advantages of being located in one of the most beautiful parts of the country and one with manageable governmental regulations at the state and local level. But we are not immune from national trends. And Utah's employers would be well-advised to pay close attention to national trends and developments under the National Labor Relations Act as they structure their go-forward business operations.

Steven Sufas, attorney of counsel at the law firm Holland & Hart in Salt Lake City is a labor and employment with more than four decades of national experience providing strategic counsel and guidance to help employers navigate the challenges of operating compliant, productive workplaces.



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# CHAMBERS OF COMMERCE

Listed Alphabetically



Chamber Name Address	Phone Web	Number of Members	2022 Annual Membership Fees/Rates	Operating Budget	Year Established	Membership Services & Programs	Top Local Executive
<b>American Fork Chamber</b> 31 N. Church St. American Fork, UT 84003	801-472-7467 americanfork chamber.org	300	\$100- \$5,000	\$350K	1946	Networking, business-to-business relations, community events, advocacy	Josh Walker Co-President Kristina Wesemann Co-President
<b>Box Elder Chamber</b> 6 N. Main St. Brigham City, UT 84302	435-723-3931 boxelder chamber.com	400	\$60-\$400	Proprietary	Early 1900s	Networking, advocacy, sponsorship opportunities, etc.	Monica Holdaway Executive Director
<b>Cache Valley Chamber</b> 5 Main St. Logan, UT 84321	435-752-2161 cache chamber.com	584	See Website	Proprietary	1920s	Certificates of origin, general problem-solving, marketing opportunities, networking opportunities & resources for business in our community	Jamie Andrus President/CEO
<b>Cedar City Chamber</b> 510 W. 800 S. Cedar City, UT 84720	435-586-4484 cedarcity chamber.org	351	\$40- \$20,000	Proprietary	1915	Business relationships & connections, training, referrals, counseling, advertisement, etc.	Chris McCormick
<b>ChamberWest</b> 3540 S. 4000 W., Ste. 240 West Valley City, UT 84120	801-977-8755 chamberwest.com	320+	\$350+	\$400K	1961	Business advocacy, business & civic leader engagement, board of directors, board of governors, annual awards gala, annual golf classic, legislative affairs committee, etc.	Barbara Riddle President/CEO
<b>Davis Chamber of Commerce</b> 450 S. Simmons Way, Ste. 220 Kaysville, UT 84037	801-593-2200 davischamberof commerce.com	500	\$250- \$10,000+	Proprietary	2001	Legislative Affairs Committee, Women in Business Committee, Leadership Institute program, Military Affairs Committee, monthly luncheons, networking groups, Lakesiders Ambassador group & ribbon-cuttings, annual awards banquet, Business to Business Expo, Economic Summit, golf tournament, board of governors	Angie Osguthorpe President & CEO
<b>Heber Valley Chamber</b> 475 N. Main St. Heber, UT 84032	435-654-3666 gohebevalley.com	300	\$100-\$400	\$101K	2012	Press opportunities, discounts, referrals, advertising, workshops, networking, etc.	Dallin Koecher Director
<b>Holladay Chamber</b> 4580 S. 2300 E. Holladay, UT 84117	385-429-2921 holladay chamber.com	Proprietary	Varies	Proprietary	2003	See website	Jason Woodland President
<b>Hurricane Valley Chamber</b> 63 S. 100 W. Hurricane, UT 84737	435-635-3402 hvchamber.com	160	\$60-\$450	Proprietary	*	Business promotion, business education & updates. free advertising on chamber website, FB page, newsletters, promotional opportunities, monthly luncheons, networking opportunities, referrals	Ike Turner
<b>Murray Area Chamber</b> 5411 S. Vine St., No. 3B Murray, UT 84107	801-263-2632 murraychamber.org	165	\$600- \$50,000	Proprietary	1948	Business education & updates, free advertising on chamber website, FB page, newsletters, business promotional opportunities, referrals, networking opportunities	Matt Gibbons President
<b>Ogden-Weber Chamber</b> 2380 Washington Blvd., Ste. 290 Ogden, UT 84401	801-621-8300 ogdenweber chamber.com	841	\$225+	Proprietary	1887	Business connections, information, operational savings, promotional opportunities, legislative connections, etc.	Chuck Leonhardt
<b>Park City Chamber/Convention &amp; Visitors Bureau</b> 1850 Sidewinder Drive, Ste. 320 Park City, UT 84060	800-453-1360 visitparkcity.com	1,000	Varies	\$10M	1981	Exposure to visitors, website listings, B2B referrals, communications, government affairs, events, professional development	Jennifer Wesselhoff President/CEO
<b>Pleasant Grove-Lindon Chamber</b> 70 S. 100 E. Pleasant Grove, UT 84062	801-922-4540 pglindon chamber.org	210	\$100- \$5,000	Proprietary	1921	Marketing, network with local businesses, etc.	Eric Jensen President/CEO
<b>Point of the Mountain Chamber</b> 225 E. State St. Lehi, UT 84043	801-901-6664 thepoint chamber.com	320	See website	Proprietary	*	Regional & local business networking, online visibility, advocate for cities, legislative issues, educational & training, motivational speakers, promotional with sponsorship opportunities	Mark Welcker President/CEO
<b>St. George Area Chamber</b> 136 N. 100 E., St. George, UT 84770	435-628-1650 stgeorge chamber.com	910	Varies	Proprietary	*	Advertising & marketing, business & professional services, commercial & residential services, etc.	Shawn Christensen President/CEO
<b>Salt Lake Chamber</b> 201 S. Main St., Ste. 2300 SLC, UT 84111	801-364-3631 slchamber.com	Proprietary	\$500+	Proprietary	1887	Leadership programs, professional development, speakers bureau, advertising opportunities, sponsorship opportunities, certificates of origin	Derek Miller CEO
<b>South Salt Lake Chamber</b> 2531 S. 400 E. South Salt Lake, UT 84115	801-466-3377 sslchamber.com	300	\$200+	Proprietary	1952	Business & civic leader engagement, board of directors, annual golf touney & awards banquet, networking & visibility, business growth through involvement, business open houses	Gary Birdsall President/CEO
<b>South Valley Chamber</b> 9800 S. Monroe St., No. 806 Sandy, UT 84070	801-566-0344 southvalley chamber.com	417*	\$500- \$15,000 See website	Proprietary	2019	Business Institute, Business Accelerator Academy, Women in Business Network, Leadership South Valley, Young Entrepreneurs Academy, Silicon Slopes Sandy/Draper Chapter, executive forums, In the Know series, Titan Awards, Peak Awards, golf tournaments, Business After Hours	Jay Francis President/CEO Rob Brough Chairman/EVP Zions Bank
<b>Spanish Fork/Salem Area Chamber</b> 67 E. 100 N. Spanish Fork, UT 84660	801-798-8352 spanishfork- chamber.com	Proprietary	\$150- \$7,500	Proprietary	*	Networking, marketing, promotions, etc.	Kathleen Leavitt President/CEO
<b>Utah Valley Chamber</b> 2696 N. University Ave., Ste. 220 Provo, UT 84604	385-482-2555 thechamber.org	510	See website	\$660K	1985	The Utah Valley Chamber of Commerce is a member-driven organization whose mission is to build relationships, advocate principle-based public policy, & promote business & community prosperity.	Curtis Blair President/CEO

# SOUTH VALLEY CHAMBER BUSINESS INSTITUTE



The South Valley Chamber Business Bootcamps are 2-hour deep dives into topics critical to starting and running a business. Held monthly, we bring in the "best in their field" to lead you through hands-on instruction that will teach you skills that you can implement immediately. \$35 Members / \$50 Nonmembers



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The Key Bank Business Accelerator is a proven 10-course series that helps small business owners and managers prepare for strategic growth. Entrepreneurs will learn about risk, strategy, sales, financial systems, management, customers & competitors, employees, growth, and more. \$500 Members / \$750 Nonmembers



The Clearlink Business Mastery is our mini-MBA for entrepreneurs and is ideal for graduates of our Accelerator OR if you have been in business for 5+ Years. This 10-course series is designed for ambitious business owners who are ready to accelerate revenue growth, achieve operational excellence and transform managers into inspiring leaders who work to deliver results. \$750 Members / \$1000 Nonmembers

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