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## OF NOTE



### Get your 'I Voted' sticker

Utah is one of 21 states that require employers to give workers paid leave so they can vote. But the employees need to arrange the time off in advance and aren't eligible if their regular schedules allow for three consecutive hours away from work when the polls are open. The employer gets to pick the two-hour window unless the worker opts to come in late or leave early. Bosses in Utah who say no or dock the workers' pay may face a Class B misdemeanor charge.

## UTAH WOMEN & LEADERSHIP PROJECT

### Group says to strengthen the impact of women & girls, emulate practices of companies already doing it

**Brice Wallace**  
*Business Journal*

An organization looking to strengthen the impact of Utah girls and women has simple advice for companies wanting to do the same: imitate what other companies are doing.

Implementing the best practices of companies that have put in place family-friendly policies and women-focused initiatives are among the recommendations of the Utah Women & Leadership Project. The policies and initiatives, listed in a data study of the second year of the "100 Companies Championing Women" cam-

paign, have aimed to improve recruiting, hiring, retaining, and advancing women employees and leaders.

The study report comes amid Utah being ranked last among states by WalletHub for women's equality for the ninth consecutive year, with the state also last in workplace environment, education and health, the gender income gap, the gender work hours gap and the educational attainment gap; No. 41 for political empowerment; and No. 48 for the largest executive positions gap. Another recent study, by Wix.com, ranks Utah No. 41 for offering opportunities for aspiring women entrepreneurs.

"Research on the importance of im-

plementing flexible and family-friendly workplace policies and practices has been well-documented," said Susan Madsen, founding director of the UWLP and co-author of its research and policy brief report with UWLP Associate Director Kolene Anderson. "There is a direct link between implementing these strategies and the retention and advancement of women. Analyzing the benefits, policies and practices of the organizations listed in the 2024 '100 CCW' provides a sampling of what cutting-edge Utah businesses of all sizes are doing to support employees and their families and provides best practices other companies can consider."

The 100 CCW program was launched in 2022 by UWLP, the Governor's Office of Economic Opportunity and the Cox-Henderson administration as part of the "Inspire In Utah" campaign's mandate to support women in the workplace at all levels, including entrepreneurship. The listed companies incorporated family-friendly policies and practices and have imple-

**see LEADERSHIP page 14**



Nikky Kho, CEO of Real AI Dynamics, discusses the power of using artificial intelligence at the Utah Capitol rotunda during the Utah Pacific Islander Chamber of Commerce's recent Pacific Islander Business Summit and Expo.

## Pacific Islander Chamber talk touts immense possibilities of AI

**Brice Wallace**  
*Business Journal*

By the time you read this, nearly all of Nikky Kho's presentation at a recent business event will be outdated.

He admitted as much. And he was excited by it.

Kho, a serial entrepreneur leading ventures at Trelais Venture Studios as CEO of Real AI Dynamics, spoke about

the speed of change and the immense possibilities of AI during the Utah Pacific Islander Chamber of Commerce's Pacific Islander Business Summit and Expo at the Utah Capitol. Through a variety of demonstrations, he revealed the quick advancements in the realm of artificial intelligence.

"This is pretty good stuff," Kho said while pointed at a video screen showing

**see CHAMBER page 14**

## SUNDANCE SELECTION GROUP HEARS UTAH'S 'TWO CITIES' PITCH

As part of their tour of candidate sites, representatives from the Sundance Film Festival Host Committee wrapped up an inspection of Utah sites late last month. Hosted by the Utah Host Committee, the group heard the locals' presentation on a "reimagined footprint" in Salt Lake and Park City. The inspection included tours of key venues, theaters, performing arts facilities and restaurants across Salt Lake City, highlighting the theme of "Two Cities, One Experience," in the Utah group's effort to entice the festival to remain in Utah.

The Sundance Institute announced earlier this year that it will consider alternate sites for the festival when its contract with Park City expires following the 2026

**see SUNDANCE page 14**

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# NEWS

## Small-town Utah newspaper battling developer's 'retaliatory' lawsuit

Citing a new Utah state law aimed at stopping abusive lawsuits that threaten free speech, the 130-year-old *Millard County Chronicle Progress* newspaper has asked a judge to dismiss a \$19.2 million lawsuit brought by a developer over reporting published by the paper. The rural newspaper says a suit brought by Fillmore land developer Wayne Aston was filed in an effort to silence reporters through a prolonged and expensive legal battle.

The suit claims the newspaper, through reporting by editor and writer Matt Ward, harmed his business by causing readers to “distrust, hate and despise”

him and his company and that the negative press caused several lenders to reject his loan applications.

The series of six articles reported on Ashton’s announced plans to build a \$280 million modular housing manufacturing plant in Fillmore and his subsequent change in plans. Ward then reported that the development agreement no longer proposed building modular housing, but a facility which would turn construction waste into other building materials. The Fillmore city council ultimately rejected Ashton’s project.

Ward’s reporting stated that city of-

officials had soured on Aston’s plans, citing comments made during a city council meeting. But Aston argued in his lawsuit that the city has never “completely rejected” his project, and that he continues to work with officials to revise details in the development agreement.

Attorneys for the *Chronicle Progress* filed a motion earlier this year asking a judge to dismiss the lawsuit under a new law called the “Uniform Public Expression Protection Act.” The 2023 legislation strengthened previous state law that attempts to deter abusive lawsuits — known as “strategic lawsuits against public participation” or “SLAPPs” — aimed at silencing free speech through lengthy and meritless court fights.

Attorneys for the newspaper argued in its dismissal request that their case “is a prime example of why that was enacted.”

“This case is a retaliatory lawsuit,” the dismissal plea reads, “brought by a litigious real estate developer who seeks to silence the voice of the small-town newspaper that dared report on his efforts to convince Fillmore City to help him raise hundreds of millions of dollars by selling infrastructure bonds for a development project.”

“There is no merit to his defamation claim,” the *Chronicle Progress* filing said, “but that’s not the point of lawsuits like this.”

### You can help

The expense of defending a lawsuit brought by a Fillmore land developer is having a crippling effect on the *Millard County Chronicle Progress*.

“Like many small newspapers across Utah, such a financial hit materially impacts the important work they do in local communities,” said Joel Campbell, a friend of publisher Shellie Dutton and organizer of a GoFundMe campaign to help offset the cost of fighting the lawsuit. “I am asking the public and journalists to give what they can to help the *Chronicle Progress* defray these costs.”

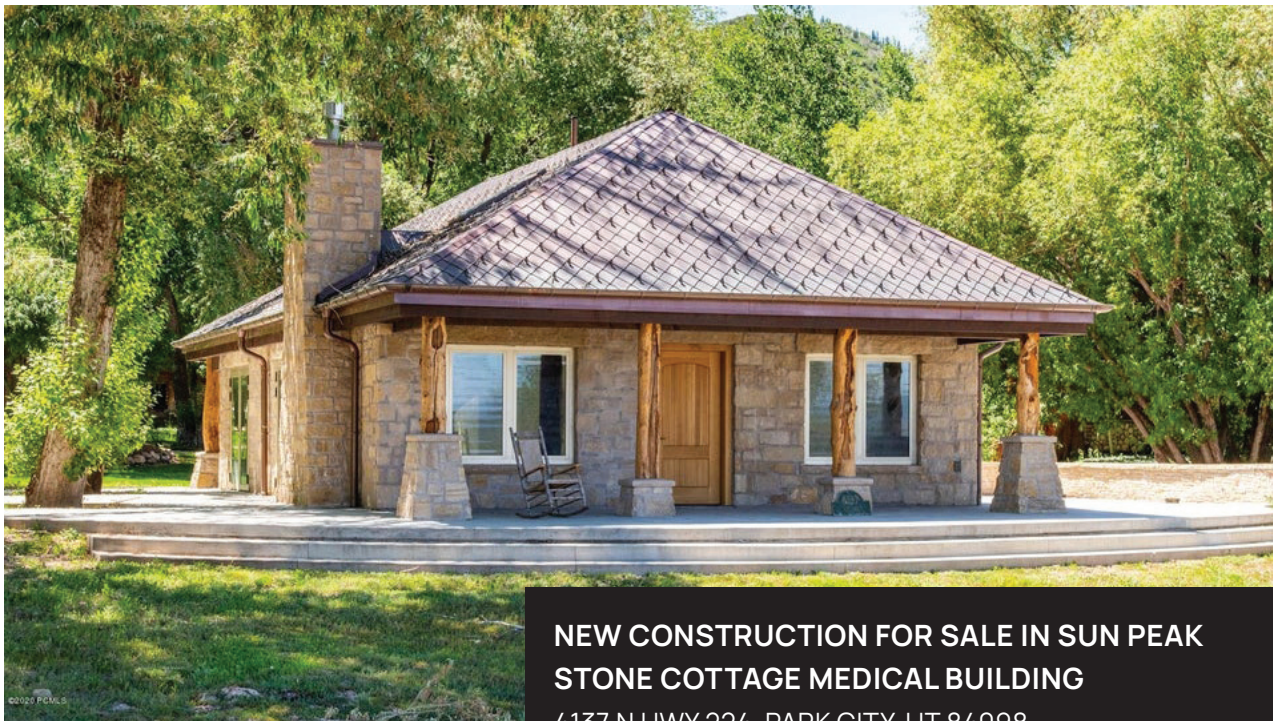
Interested parties can make a donation on behalf of community journalism at <https://gofund.me/8ee55423>.

## Platform acquires HEB Business Solutions

Platform Accounting Group, a national group of professional services firms headquartered in Holladay, has acquired HEB Business Solutions of Salt Lake City. The firm, now known as HEB Advisors, has more than 45 years of experience working with individuals, small and mid-sized businesses, government entities and nonprofits with accounting and bookkeeping services, auditing and review, tax planning and preparation and small-business services.

“We are thrilled to join Platform, especially since they are headquartered here and know the local industry so well,” said David Lewis, managing partner of HEB. “Utah is one of the best states to run a business in and now we are in a stronger position to support the growing business ecosystem and population.”

Platform has more than doubled in size every year over the past seven years and has more than 600 employees across 11 states.



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## Pluralsight announces agreement to recapitalize with existing lenders

Draper-based technology workforce development company Pluralsight has announced an agreement to recapitalize its business with a group of existing lenders led by funds managed by Blue Owl Capital Inc. and including funds managed by Ares Management Corp., Goldman Sachs Asset Management and Oaktree Capital Management LP, among others.

Under the terms of the agreement, the investor group will own 100 percent of the company. The Utah company said the recapitalization will strengthen its balance sheet, significantly reduce outstanding debt and provide over \$200 million of capital to accelerate growth initiatives and support long-term strategic goals.

“We are pleased to have reached an agreement that supports Pluralsight’s growth plans. The most recent quarters’ improved customer retention and new bookings performance highlight that the team is well-positioned to execute on the significant and growing, global e-learning market opportunity,” said Erik Bissonnette, managing director at Blue Owl Capital.

“Thanks to innovations across artificial intelligence, technology is evolving at an unprecedented pace, making the need to acquire and grow tech skills imperative for organizations and individuals,” said Jeff Ray, chairman of the board of Pluralsight. “Pluralsight is uniquely positioned to address this need with expert-authored content, skill assessments and hands-on learning experiences. I look forward to working with the team to accelerate progress on our growth strategy and deliver on our mission to inspire and empower the technology workforce to achieve their goals.”

Founded in 2004, Pluralsight provides a learning platform for thousands of companies, government organizations and individuals around the world. In addition to its Draper headquarters, the company has offices in India, Ireland and Australia.

## Utah Foundation report: Utahns’ focus now on low-income, first-time homebuyers

The Utah Foundation has released the first of “numerous” briefs in its Utah Priorities Project and housing affordability is a “most important” issue to Utah voters in 2024, the new brief says,

The Utah Foundation’s first brief shows that Utah voters who responded to the 2024 Utah Priorities Project survey are somewhat divided regarding how to address housing affordability. Over one-third of voters (35 percent) are most concerned about “low-income Utahns” and “first-time homebuyers” (38 percent). About one-quarter (27 percent) are most concerned about their own housing affordability.

The Utah Foundation said that when analyzing this set of data by demographic subgroups, Republicans and unaffiliated voters are more likely to be concerned about housing for first-time homebuyers, while Democrats are more likely to be concerned about housing for low-income Utahns. The breakdown is similar when comparing higher-income earners to lower-income earners. Finally, renters are, by a significant margin, the most likely to be concerned about their own housing affordability (58 percent).

The first brief of the 2024 Utah Pri-

orities Project shows how homeownership is becoming more important to Utahns — 38 percent of respondents in 2024 [up] from 30 percent in 2020,” said John Salevurakis, the author of the brief. “It is perhaps not unexpected given the continued increase in Utah’s home prices.”

“The Utah Foundation has been writing about homeownership for the past year,” said Shawn Teigen, Utah Foundation president. “We anticipated that Utahns were starting to get concerned about the ownership opportunities for their children and people with hopes for future ownership around the state.”

The Utah Priorities Project examines what matters most to Utah voters. The project also clarifies more detailed facts and demographic characteristics pertaining to what matters most, thus helping voters understand the complexities of important issues. Utahns are then empowered to undertake informed discussions and vote in a way that more accurately reflects this deeper understanding, Teigen said.

The full brief can be seen on the Utah Foundation website at [utahfoundation.org](http://utahfoundation.org).

## ATL Tech acquires MDCM Solutions

ATL Technology, a medical device developer and manufacturer based in Springville, has acquired MDCM Solutions, a Minnesota manufacturing company specializing in complex catheter technologies used in the manufacture of minimally invasive medical devices.

To be known as ATL Minnesota, the newly acquired facility will be a center for complex catheter extrusion, braiding and coiling; FEP heat shrink; product development; and process development and qualification.

“We are excited to integrate MDCM Solutions’ technology into our suite of capabilities,” said ATL CEO Joe Glover. “And we’re also very fortunate to gain the extensive experience and expertise of Scott Johnson and Frank Smaron, the

founders and leaders of MDCM Solutions.”

Complex catheters are used for a variety of purposes in many different medical markets, including cardiovascular, vascular, gastrointestinal, urologic and interventional. They are considered complex due to the inclusion of many different features, such as multiple lumens, variable stiffness and low-friction liners, ATL said in making the announcement.

ATL partners with medical device companies worldwide, working to accelerate the design, development and manufacturing of medical devices. The company has operations in the U.K., Costa Rica, China and Taiwan.

Transaction details were not disclosed.

## PCF buys Kentucky Health Solutions

Provo insurance brokerage PCF Insurance Services has acquired Kentucky Health Solutions, a health and life insurance company in Lexington, Kentucky. Because of its geographic proximity, the Kentucky Health Solutions team will join PCF’s Louisville-based Maverick Insurance Group.

“Our acquisition of the Kentucky Health Solutions team speaks to our strategic focus on expanding our footprint in key markets with insurance businesses that deepen our bench strength across our industry verticals,” said PCF Insur-

ance CEO Felix Morgan. “We want to ensure that every business we bring on has a long runway for growth ahead of them. By intentionally focusing on these types of transactions, we’re setting the stage for our long-term profitability.”

Kentucky Health Solutions’ portfolio of health and life insurance coverage solutions include individual and family health, term and permanent life and dental plans. The firm also serves as an advisor to Medicare clients.

The acquisition is PCF’s 14th in 2024.

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# News

## Citation Capital buys majority stake in Provo-based Aptive

Citation Capital, a private equity firm based in Dallas that specializes in partnering with founder- and family-led businesses, has announced the acquisition of a majority stake in Aptive Environmental, a Provo-based pest control company. Aptive's co-founder and CEO, Vess Pearson, along with the leadership team, will retain significant interest in the company, the announcement said.

Founded in 2015, Aptive has rapidly become a leading residential pest control company, servicing over 500,000 households. Aptive offers a range of pest prevention services with its approximately 4,000 employees.

"We are thrilled to partner with Citation as we embark on this next chapter of growth for Aptive," said Pearson. "Citation's investment in Aptive underscores the exceptional company we have built over the past decade. We look forward to driving further growth in partnership with Citation and continuing to carry out our mission of providing top-tier services and helping people to better enjoy their homes."

"Aptive embodies key characteristics that align with our investment approach of backing exceptional, defensible founder-led businesses," said Tiffany K. Hagge, founder and managing partner of Citation. "Vess and his leadership team have achieved remarkable growth, scaling Aptive to be one of the largest residential pest control service providers in North America. We are excited to work in lockstep with them to continue to expand the business both organically and inorganically."



*Southern Utah University President Mindy Benson (left) and Ken Hall (right), dean of the Dixie L. Leavitt School of Business at Southern Utah University, join members of the Joe and Beverly Burgess family for a groundbreaking ceremony for a new business building on the school's campus in Cedar City. Encompassing 22,000 square feet across two stories, the Joe and Beverly Burgess Family Business Center will connect to SUU's current business building through the Alan and Kathy Hamlin Skybridge, allowing accessibility and collaboration among faculty and students. Features of the new facility include a state-of-the-art professional sales center; a career services center; a classroom and lounge to specifically support SUU's expanding graduate programs; an outdoor pavilion and event area to host events for students, employers, faculty and friends of the university; 38 additional faculty offices; and the William and Patricia Child Magnet Space, a central space on the main floor that can be used for student clubs along with recruiting and networking events. In addition to the namesake Burgess family, other support for the project is coming from Bill and Pat Child, Alan and Kathy Hamlin, Mark and Jeri Russell, Ken and Kim Scriber, Vince Rosdahl and Wittwer Management/Boulevard Homes. Construction on the new building will begin soon and is set to be complete and ready for classes by the spring semester of 2026.*

## Indiana-based Zimmer Biomet to acquire SLC's OrthoGrid

Zimmer Biomet Holdings Inc., a global medical technology firm based in Warsaw, Indiana, has signed an agreement to acquire Salt Lake City-based OrthoGrid Systems Inc., a privately held medical technology company focused on artificial intelligence-driven surgical guidance systems for total hip replacement. The acquisition includes OrthoGrid's AI-powered, fluoroscopy-based surgical assistance platform Hip AI, as well as two additional FDA-cleared orthope-

dic applications and over 40 patents.

"OrthoGrid's AI systems address the rapidly growing market demand for fluoroscopy-based surgical guidance solutions while strengthening our portfolio of hip offerings that drive intraoperative efficiencies and improve the quality of life for patients," said Jim Lancaster, president and global headquarters executive director at Zimmer Biomet. "We pride ourselves on being customer-centric and Hip AI exemplifies our commitment to offer

solutions that meet the specific needs of each surgeon."

"The agreement with Zimmer Biomet, a global leader in orthopedics, will significantly accelerate our shared goal of addressing challenging orthopedic problems with innovative technology solutions," said Edouard Saget, co-founder and co-CEO of OrthoGrid.

The transaction is subject to customary closing conditions and is expected to be completed by the end of the fourth quarter of 2024.

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# Health care costs, inflation continue to harm small businesses, NFIB says

The National Federation of Independent Business (NFIB) has released a pair of reports that cast light on the continuing difficulties that “mom-and-pop” enterprises are having with staying open and keeping people employed.

The NFIB’s Small Business Problems & Priorities report, which is produced every four years by the organization, ranks the 75 issues, or, more accurately, struggles, that small-business owners encounter in opening an enterprise and keeping it running. Also released was the NFIB monthly Small Business Economic Trends report. Both listed inflation as a major concern, and the Problems & Priorities report also showed the cost of health care holding its first-place rank for the 38th consecutive year.

“For the last four years, small-business owners have struggled with historic inflation, tax pressures at all levels of government and uncertainty of what’s going to happen next,” said Holly Wade, executive director of the NFIB Research Center. “This survey helps the public understand the issues affecting the small-business sector.”

Highlights from NFIB’s latest Small Business Problems & Priorities report, published quadrennially since 1982, include:

- Unchanged since 1986, the cost of health insurance remains the No. 1 chronic issue for small-business owners.
- The cost of supplies/inventories moved up in importance from ranking 12th in 2020 to its current second-place

ranking, a direct result of historic inflation over the past two years.

- Interest rates topped the list by rising 43 positions from a rank of 56th in 2020 to 13th in 2024.

Highlights from NFIB’s latest Small Business Economic Trends report, released the second Tuesday of every month, include:

- Inflation remains the top issue among small-business owners, with 25 percent reporting it as their single most important problem in operating their business, up four points from June.
- Thirty-eight percent (seasonally adjusted) of all owners reported job openings they could not fill in the current period, up one point from June.

- Seasonally adjusted, a net 33 percent reported raising compensation in July, down five points from June and the lowest reading since April 2021.

“Cost pressures, especially labor costs, continue to plague small-business operations, impacting their bottom line,” said NFIB Chief Economist Bill Dunkelberg. “Owners are heading towards unpredictable months ahead, not knowing how future economic conditions or government policies will impact them.”

NFIB research polls NFIB-member, small-business owners and is not broken down by state. The average NFIB-member small business has between five and nine employees.

More Utah small-business news can be accessed at [www.nfib.com/utah](http://www.nfib.com/utah).

## Ultradent acquires Lithuanian company

Ultradent Products Inc., a South Jordan developer and manufacturer of high-tech dental materials, has acquired Medicinos Linija UAB, known globally as “i-dental,” a manufacturer and distributor of dental products headquartered in Siauliai, Lithuania. With the transaction, Ultradent now has offices and subsidiaries in 12 countries.

“The addition of i-dental’s network and infrastructure will assist Ultradent’s ability to better serve dentists throughout the world,” an Ultradent release said.

“With the help of the talented team members of i-dental, Ultradent will be able to empower more clinicians to provide better care for their patients,” said Dirk Jeffs, Ultradent president and CEO. “Ultradent has a longstanding connection with i-dental and founder Gintaras Dapkus, whom we met 25 years ago when he attended one of our educational events. Both companies are driven by a shared mission — the mutual admiration, innovative spirit and vision between Ultradent and i-dental make this a seamless partnership that will benefit oral health globally.”

Founded in 1992 by Dapkus, i-dental began as a dental supply company and transitioned into a manufacturer of dental materials, including composites, glass ionomers, etchants, liners, and prophylaxis paste. Dapkus will remain a minority owner and active in i-dental management.

“I am thrilled about this new chapter for i-dental, Ultradent, and oral health care providers around the world,” said Dapkus.

## Virginia firm buys Echelon Biosciences

Salt Lake City-based Echelon Biosciences has been acquired by VION Biosciences, a life science platform company based in Charlottesville, Virginia. Echelon is a medical and biological materials developer located on the University of Utah campus. VION manufactures specialty reagents in the life science research, diagnostic and drug discovery space.

VION Biosciences is a portfolio company of Nashville, Tennessee-based Iron Path Capital and is led by life science industry veteran Mark Thornton.

“Joining forces with VION Biosciences provides an exciting opportunity to amplify the impact of our products and technologies,” said Bert V. Israelsen, former Echelon owner and president. “The combination of the team at Echelon and

the VION senior leadership is a recipe for success, and we look forward to contributing to VION’s innovative vision and advancing scientific discovery together.”

“Our customers are moving science forward daily and our role is to look ahead to the future for what they need,” said Mark Thornton, CEO of VION Biosciences. “The acquisition of Echelon Biosciences allows us to more effectively serve our customers who are focused on the delivery of a variety of mRNA and other gene-based biotherapeutics. This is the first of many decisions that will continue to evolve VION as an innovative leader in the life science industry.”

As part of the transition, the technical and commercial leadership within Echelon will remain in place.



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## Angel Studios launches new 'Angel Guild' investment offering

Angel Studios in Provo is launching a new round of investing led by its fans. The producer of such hit releases as “Sound of Freedom,” “His Only Son,” “Cabrini,” “Tuttle Twins” and “Dry Bar Comedy,” Angel has a new offering, Regulation A+, that invites fans to make a minimum \$151.20 investment in the company and in turn become a member of the “Angel Guild.”

Angel Studios said the Angel Guild is the “secret sauce” behind the success of its hit productions. Guild members are polled each time a new film or television show is proposed, and the project doesn’t proceed without a majority of guild members approving.

Angel Studios was one of the top 10 studios in the U.S. domestic box office market in 2023, bypassing Amazon’s MGM and A24, a New York City-based studio that specializes in outlandish stories.

“In the Hollywood gatekeeper system, a handful of elites in an L.A. boardroom make decisions on what everyone in the world watches,” said Jeffrey Harmon, co-founder and chief content officer at Angel Studios. “At Angel Studios, we don’t believe that there is a group of elites who are smarter than the viewers. That’s why as executives at Angel Studios, we can’t even consider a film unless the guild first greenlights the movie or TV show, since that decision power is vested to the Angel Guild.”

The guild is made up of over 345,000 people from over 150 coun-



*Diaana Babnicova (left) stars as Terri and Nika King is Donna Martin in Angel Studio’s “Sound of Hope,” the story of the East Texas town of Possum Trot and its efforts to adopt children with special needs. Angel Studios has launched a new investment initiative offering fans a stake in the company and a chance to vote on the productions the filmmaker undertakes.*

tries. Angel aims to grow the guild to over 1 million members with the new offering.

“When we reach 1 million members, we believe our community will reach escape velocity as a movement, making the people’s studio a driving force in the entertainment landscape,” said Harmon.

Fans interested in Angel Studio’s

offering can find details at [angel.com/invest](http://angel.com/invest).

Angel’s success is evidenced by 45 million downloads of its app on virtually all TV platforms, including AppleTV, ROKU and Google TV. The producer’s “Dry Bar Comedy” has over 5 billion views and over 150 million viewers and Angel Studios’ films have the highest average “Popcornmeter” score from

Rotten Tomatoes of any major studio at 95 percent, ahead of second-place Paramount’s 84 percent.

Angel has 2024 releases scheduled under the titles “Sweetwater,” “The 1916 Project,” “Bonhoeffer: Pastor, Spy, Assassin” and “Homestead.” The studio expects to release a total of at least seven movies and seven TV series in 2025.

## CORPORATE FINANCIAL REPORTS

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

### LifeVantage

LifeVantage Corp., based in Lehi, reported net income of \$1.3 million, or 10 cents per share, for the fiscal fourth quarter ended June 30. That compares with \$2 million, or 15 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$48.9 million, down from \$54.2 million in the year-earlier quarter.

For the full fiscal year, the company reported net income of \$2.9 million, or 23 cents per share. That com-

pares with \$2.5 million, or 20 cents per share, for the prior fiscal year. Revenue in the most recent year totaled \$200.2 million, down from \$213.4 million a year earlier.

LifeVantage identifies, researches, develops, formulates and sells nutrigenomic activators, dietary supplements, nootropics, pre- and probiotics, weight management, and skin and hair care products.

“Our focus on operational excellence enabled us to again deliver higher year-over-year profitability despite top-line headwinds due to challenging macro conditions,” Steve Fife, president and CEO, said in announcing the results.

“Adjusted EBITDA (earnings be-

fore interest, taxes, depreciation and amortization) margin improved 90 basis points in the fourth quarter to 9.8 percent and was up 300 basis points in fiscal 2024. Innovation continues to be a key driver for our business and we are very excited for the upcoming U.S. launch of our new weight management system in October. ... We remain confident in our strategy to deliver significant long-term value for stockholders.”

### Domo

Domo Inc., based in American Fork, reported a net loss of \$19.5 million, or 51 cents per share, for the second quarter ended July 31. That compares with a loss of \$16 million, or 45

cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$78.4 million, down from \$79.7 million in the year-earlier quarter.

Offers a cloud-native data experience platform.

“We’ve made great progress with ecosystem partnerships and consumption customers in Q2, and are already seeing these strategic initiatives deliver exciting new opportunities for Domo,” Josh James, founder and CEO, said in announcing the results. “We are now better positioned than ever to compete in today’s data and AI landscape, and I’m incredibly optimistic about our future.”

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# Work DAZE

## Move over, Sam Spade. The HR Supersleuth is here

*“Two-Hour Virtual Seminar on Workplace Investigations: How to Conduct Your Investigation like a Pro.”*

*“As an employer you have a duty to investigate ... but what if you have a recalcitrant complainant, wrongdoer or witness?” — HRTrainings*

It was a dark and stormy day.

I was sitting in my office in the HR department, trying to decide whom I would fire. My colleagues analyze performance reviews. I flip a coin. Heads, they're fired. Tails, they dodge the bullet. For this day, anyway.

It was 9:30 a.m., and I was already thinking about where to drink my lunch. Suddenly, my telephone exploded like a fire truck in a library reading room. (What's a fire truck doing in a library reading room? I don't know. We detectives just love similes.) (Or is it metaphors we love? I can never remember.)

The caller was the head of HR. His title was Chief People Happiness & Employee Satisfaction Officer — CPHESO to his friends. I wasn't one of them.

“An audit of the marketing department budget is showing a serious deficit — \$132.67,” he snarled. “Come back

with a name. Or don't come back at all.”

I had gone into HR to help people, plus I'm really judgy, and I love pointing out what people are doing wrong. I soon learned that investigations were



**BOB GOLDMAN**

part of the job. The company had signed me up for this seminar on how to do investigations, but there was one lesson I didn't need a seminar to teach me. When your boss assigns you to a case, you say yes.

I popped on my fedora and started out the door. I don't carry a weapon to defend myself.

I have something better: the company's HR handbook. It's 150 pages of rules and regulations. I stuck it in my breast pocket, where it had saved me before. The dent on the cover told the story. The book stopped a rubber band shot at me by an angry nerd from IT. They're all angry nerds in IT. Could it protect me from the Sharpies in marketing? I hoped I wouldn't have to find out.

There was a meeting going on when I arrived in marketing. There's always a meeting going on in marketing. No one noticed when I slipped into Conference Room A. The marketing people were too busy congratulating each other on how

smart and special they were.

“The company's new virtual campaign just launched on Friendster,” the CMO announced. “No results yet, but I'm sure we made the right choice.”

“Friendster is out of business,” I said. “If you want to throw money away, try Yik Yak.”

They didn't listen. No one in marketing listens, but they do have great snacks. I was reaching for a maple bar when a shapely hand grabbed my arm.

“Hold up, big guy,” a voice whispered in my ear. “You don't want to spoil that sexy figure.”

She was a knockout. Her perfume smelled like old money, and her long red nails looked like 10 forest fires breaking out in the Denali wilderness.

“I like your style,” she said.

“I like your pants,” I said. “Lululemon, aren't they? I saw them in the fall fashion issue of *HR Today*. They're a stylish, yet work-appropriate athleisure essential, perfect for the transition from home to office. What did they cost? \$132.67, I'll bet.”

“I'm dressing for the job I want, not the job I have,” she said, cool as the cucumber in the Martha Stewart recipe for baba ganoush. “Put a VP behind my

name and I project passionate brand interaction in all our key demos, especially middle-management hunks wearing fedoras.”

“Give it up, sister,” I sneered. “You're going down — hard.”

She turned on the waterworks, but emotions never cut it in HR. I pulled out forms 37-A and 154-Revised. She was outgunned, and she knew it.

“I'm no good,” she said. “Please don't fire me.”

“Fire you?” I laughed, taking the maple bar and an apple turnover for later. “You're getting promoted. You're a thief and a liar and have no respect for our rules. That's just the kind of person we need in management.”

Her sly smile turned her voluptuous lips into an invitation and a warning.

“How can I thank you?” she asked in a whisper that would curdle oat milk.

“Send me a postcard from executive row,” I said. “And, baby, nix the seminars. If I wanted to learn stuff, I wouldn't be in HR.”

Bob Goldman was an advertising executive at a Fortune 500 company. He offers a virtual shoulder to cry on at [bob@bgplanning.com](mailto:bob@bgplanning.com).

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# Join us for the 10<sup>TH</sup> annual Utah STEM Fest!

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**STEM Fest isn't only for students, it is open to the public on Family Night, September 17 from 4-8 PM. Registration is not required.**

# INDUSTRY BRIEFS

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

## ASSOCIATIONS

• **Robin Huling** is the new president of the **West Jordan Chamber of Commerce**, succeeding **Laurie Gail**. Huling is an entrepreneur with experience in the hospitality industry and e-commerce and currently is an independent leadership development consultant and speaker with over two decades of experience. She worked at Universal Studios, Planet Hollywood, Walt Disney World and Jimmy Buffett's Margaritaville before starting her own consulting firm, Warner Communication. She also has served as chair for Silicon Slopes Women in Leadership and as a board member of Utah Foster Care.



Robin Huling

## BANKING

• **Bank of Utah**, based in Ogden, has promoted **Dillon Schmutz** to senior vice president/trust manager, and **Lacey Sansavera** to senior vice president/chief experience officer. Both work at the City Creek Bank Center in Salt Lake City. Schmutz manages the Personal Trust Department and the operations department of Personal Trust and Corporate Trust. He continues to manage the corporate foreign exchange transactions. Schmutz previously was a trust officer and has been working in the banking and finance industry for 11 years. His experience includes working for Goldman Sachs for four years on the funds and hedge funds team in the credit department. He joined Bank of Utah in 2018 as an AVP relationship manager. He also has served in the VP/foreign exchange manager, trust operations manager and VP/trust manager positions. Schmutz earned a bachelor's degree in finance from Dixie State University. Sansavera previously worked as vice president of systems and operations integration manager. She has 18



Dillon Schmutz



Lacey Sansavera

years of experience in the banking industry. She has worked in bank operations, retail management, consumer lending, digital banking, treasury management and card services. She earned a Bachelor of Science in Business Management. Also, **Agent IQ**, focused on digital relationship banking, personalized engagement and AI-supported self-service, has announced a client partnership with Bank of Utah to launch a new chat solution powered by Agent IQ's Lynq digital engagement platform. This partnership is Bank of Utah's first foray into live chat services. Agent IQ said a key aspect of the partnership was the seamless integration with Bank of Utah's Q2 online banking platform for mobile and browser access, as well as the bank's MANTL account opening tool.

## DIRECT SALES

• **Modere**, a Provo-based company offering beauty and personal care, health and wellness and household essentials products, has appointed **Heath Tilley** as senior vice president of global operations, **Cammie Taylor** as chief people officer, and **Jeff Hildebrandt** as senior vice president of global marketing. Tilley has over 30 years of end-to-end supply chain experience in fast-moving consumer goods, having worked across the direct-to-consumer, traditional retail, direct selling, and wholesale channels. His global expertise spans multiple industries, including food and beverage, nutrition, personal care and beauty, and consumer durables, with leadership roles at Nestlé and Amway Global. Taylor has significant human resources experience, having successfully built and optimized HR departments in various organizations, including TruHearing, Young Living Essential Oils and Utah County government. Hildebrandt has nearly two decades of experience in driving growth and innovation across various e-commerce network marketing companies, including LifeWave, Plexus Worldwide, Scentsy and Melaleuca.

## ECONOMIC INDICATORS

• **Three Utah locations** are on a list of places offering the "Best Lifestyle for Active Retirees," compiled by **MarketBeat.com**. It commissioned a survey of 3,000 respondents to identify where in America the most active retirees reside. The Utah locations are No. 60 **Sandy**, No. 68 **Cedar City** and No. 140 **Moab**. The top location overall is Lihue, Hawaii. The No. 175 location is Lewisburg, West Virginia. Details are

at <https://www.marketbeat.com/originals/top-175-fittest-retirement-locations-in-america/>.

• **Three Utah locations** are on a list of places with "America's Best Motels," compiled by **BadCredit.org**. It surveyed travelers to rate their experiences of motels across the nation, specifically looking for "hidden gems" that provide exceptional value and comfort at a budget-friendly price. The Utah locations are No. 73 **Moab**, No. 102 **Springdale** and No. 137 **Midway**. The top location overall is Mount Dora, Florida. The No. 150 location is Blowing Rock, North Carolina. Details are at <https://www.badcredit.org/studies/the-150-top-budget-friendly-motel-locations-in-america/>.

• **Several Utah cities** are on a list of "Best Cities for Picnic Lovers," compiled by **LawnStarter**. It compared the 500 biggest U.S. cities based on several factors, including the number of public parks, the share of residents within a 10-minute walk of a park, and weather conditions. Utah cities in the top 100 are No. 16 **St. George**, No. 17 **Provo**, No. 41 **Lehi**, No. 44 **Ogden**, No. 59 **Salt Lake City**, No. 86 **Sandy** and No. 91 **Orem**. The top-ranked city overall is Thousand Oaks, California. The bottom-ranked city is Fayetteville, North Carolina. Details are at <https://www.lawnstarter.com/blog/studies/best-cities-picnic-lovers/>.

• **Utah** is ranked No. 1 among states for having the highest percentage of **married residents**, at 55.3 percent, and for having the lowest percentage of **divorced people**, at 8.3 percent, according to a study by **LendingTree**. That 8.3 percent figure for 2022 is actually lower than the 8.6 percent number in 2021. The location with the lowest percentage of married residents is the District of Columbia, at 30.2 percent. North Dakota saw the largest year-over-year increase in the percentage of married people, at 3.2 percent, while New Mexico's number slipped 4 percent. The national percentage was unchanged. The state with the highest percentage of divorced residents is Wyoming, at 13.3 percent. The national percentage is 10.5 percent. Wyoming also saw the biggest increase in the percentage of divorced people year over year, at 8.1 percent. The biggest decrease was 6.7 percent in Idaho. The national number was 0.9 percent.

## GOVERNMENT

• The **Salt Lake City Council** has appointed **Jennifer Bruno** as executive director. She succeeds **Cindy Gust-**

**Jenson**, who plans to retire in early 2025 after nearly 40 years of public service to Salt Lake City. Bruno has been a council staff member for nearly 20 years, starting as a policy analyst and being promoted to deputy director after five years. Bruno also is an Eccles Theater board member and a former Salt Lake City Housing Authority Board chair.



Jennifer Bruno

## INVESTMENTS

• **SoloSuit**, a Provo-based legal tech startup that streamlines the debt resolution process for consumers, has raised \$2 million in a seed-plus funding round. Notable investors are Harold McPike's global **Family Office**; **Lobster Capital**; **Mana Ventures**; **Temerity Impact**; Utah investors **Jeffrey Tolk** and **Tubbs Ventures**; and **David Fox**, a former managing partner at law firm Kirkland & Ellis. SoloSuit's flagship product, SoloSettle, connects consumers with collectors through a digital platform, simplifying negotiations and often achieving settlements in under 14 days.

## MANUFACTURING

• **Kizik**, a Lindon-based hands-free footwear company, has announced distribution agreements with **Wellforce Sports** in Taiwan, **Artcrafts** in Italy, and **Nyne Ventures** in Southeast Asia (covering Singapore, Malaysia, Philippines, Thailand, Indonesia and Vietnam). Each distributor will facilitate Kizik's expansion through wholesale partnerships and direct-to-consumer channels.

## MEDIA/MARKETING

• **JMI Sports**, a media rights and venue development company, has announced several hires for its new Salt Lake City office, following the beginning of a 10-year multimedia rights partnership with the University of Utah, and the expansion of its Park City team. The Salt Lake City-based team, operating as **Utah Utes Partnerships**, aims to embrace new platforms and opportunities for corporate partnerships to improve the fan experience, support NIL (name, image and likeness), and elevate the athletic department. The team includes **Matt Smith**, vice president of partnerships; **Ryan Munteer**,

CONTINUED next page

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director of partnerships; **James Santelli**, senior account executive of new partnerships; **Kristin Fisher**, manager of key partnerships; **Morgan Earley**, manager of media operations and strategic partnerships; and **Sophie Tarchione**, account executive of key partnerships. Smith manages rights opportunities and obligations for Utah Athletics. He previously grew sponsorship revenue year-over-year for Utah Athletics and played a key role in NIL opportunities. Mounteer provides day-to-day senior sales direction to the property team. Before joining JMI Sports, he served Utah Athletics for more than 12 years under prior rightsholders, most recently as the director of business development. Santelli is responsible for identifying and securing new corporate partners for Utah Athletics. He has over 10 years of experience in the sports industry and was previously the business development manager for Learfield, servicing the Utah property under the previous rightsholder. Fisher manages existing partnerships with corporate sponsors of Utah Athletics. She previously was a senior coordinator of partnership services at Learfield. Earley supports the growing media operations and digital footprint, managing broadcast operations and helping develop innovative new platforms and opportunities for corporate partnerships for the athletic department. Tarchione manages a segment of corporate sponsors for Utah football, basketball and gymnastics. She is a recent graduate of the University of Utah with a bachelor's degree in strategic communications. Additions to the corporate team include **Michelle Anderson**, chief financial officer; **Meghan Leaver**, vice president of property operations; and **Brandis Turner**, manager of analytics and technology. Anderson is focused on implementing business strategies and process transformations to drive operational excellence and growth. Previously, she served as chief financial officer at the Sundance Institute. Leaver supports multimedia rights sales teams across JMI Sports' western portfolio. She has corporate partnership experience from prior roles at Voyager Digital and more than a decade of elite partnership management leading the Global Partnerships team for U.S. Ski & Snowboard. Turner is focused on developing and implementing technology to optimize operations, support sales and enhance the gameday experience. Turner has over a decade of experience in CRM and IT management, including in her recent role as Center of Excellence lead for North America at CNH Capital.

• **Method Communications**, a Salt Lake City-based public relations and marketing agency, has appointed **Katy Spaulding** as chief operating officer. Spaulding will be based in the company's hub in Portland, Oregon, and plans to spend considerable time in Method's offices in San Francisco, Salt Lake City and New York. Spaulding has more than 16 years at mid-sized PR firms and fills the role left by former COO **Heather England**, who led operations at Method for more than 10 years and has moved into a strategic advisor role for the agency. Spaulding's experience includes serving as general manager of the northwest region at Allison before being named as the agency's first chief of staff, and



Katy Spaulding

working at WE Communications.

## PARTNERSHIPS

• **Sorenson**, a Salt Lake City-based provider of communication tools for deaf, deafblind and hard-of-hearing people, and **BYU Athletics** are teaming up to provide live American Sign Language performances of the national anthem preceding all BYU football home games. The anthem also will be signed in ASL at all home basketball and baseball games during the 2024-25 season. Prior to football games, a deaf performer will sign the anthem, with video being displayed on the video board for fans in the stadium.

• **Phonism**, a Florida-based company focused on automated device management solutions, has announced a partnership with **CallTower**, a South Jordan-based company focused on unified communications and collaboration solutions. By leveraging Phonism's automation platform, CallTower aims to enhance operational efficiency and security while reducing costs for businesses transitioning from traditional telephony systems to cloud-based solutions.

• **FiiZ Drinks**, a Utah-based specialty soda shop, has announced a partnership with **Red Bull**. Through the partnership, FiiZ will be offering beverages featuring Red Bull at all 70 locations nationwide. Started in Bountiful in 2014, FiiZ has locations in 10 states.

## PHILANTHROPY

• **Promontory Foundation** recently hosted its annual grant reception, titled "The Happiest Hour," and awarded a record \$400,000 in grants to **32 nonprofits** who serve the Park City and Summit County area. Promontory Foundation raised the funds through donations from Promontory Club members during its annual summer fundraising events. This year's fundraising total surpassed 2023's record of \$372,500 in grants to 31 nonprofits. Since the foundation's inception in 2006, approximately \$3.2 million has been raised for local nonprofits. With the matching grant requirement, the total impact to the Park City community nonprofits is \$8.9 million. This year's \$50,000 "Promontory Promise Grant" was awarded to **PC Tots**, a nonprofit that provides early childhood education and care to children and their families, regardless of financial barriers. A list of nonprofit grant recipients is available at [www.promontoryclub.com/promontory-foundation/](http://www.promontoryclub.com/promontory-foundation/).

• **Maverik**, based in Salt Lake City, recently marked the first anniversary of its **Kum & Go** acquisition and the rebrands of stores in Colorado and the start of store transformations in Wyoming with a \$1 million donation to **Feeding America**, a domestic hunger-relief organization. Of that total, \$100,000 will be directed to **Food Bank of the Rockies**, a partner food bank serving people across half of Colorado and all of Wyoming. To date, Maverik has completed 97 rebrands across Utah and Colorado. Maverik has over 500 locations in 13 western states. Kum & Go has nearly 400 locations across 12 states.

## REAL ESTATE

• **Fort Street Partners** has completed the acquisition of two fully leased multi-tenant office buildings near Park City. Sold by **Dakota Pacific Real Estate**, the buildings have more than 120,000 square feet combined. They are in the Newpark Town Center. The Newpark One building has 61,506 square feet. The Newpark Three building totals 61,219 square feet. Fort Street Partners said it has plans to upgrade building lobbies and common areas, as well as

review tenant feedback for possible addition of amenities.

## RESTAURANTS

• **Savory Fund**, a Lehi-based private equity firm that invests in emerging restaurant concepts, will host **Restaurantology**, which it describes as the only conference in the industry that is run by operators, for operators. The sixth annual, free event Oct. 1 will include panel discussions and Q&A sessions featuring industry veterans and Savory executives. About 700 restaurant operators, founders and executives are expected to attend. The location is Hale Centre Theatre, Sandy. Details are at [restaurantologysummit.com](http://restaurantologysummit.com).

• **Bobby's Burgers By Bobby Flay** will open its first Utah location in November at University Place in Orem. It will be the first restaurant in a multi-unit, statewide franchise agreement with industry veteran **Joe Sample**. The restaurant will be approximately 2,000 square feet with 30 seats inside, plus an outdoor patio with another 10 seats. Sample says he plans to open nine new sites across the state within the next five years. Bobby's Burgers by Bobby Flay has eight locations currently open and several in the development pipeline.

## RETAIL

• **Walmart** has undertaken a remodel project at its Supercenter at 4848 S. 900 W., Riverdale. The store remains open to the public during the project, which will take several months to complete and is the last of several Walmart remodels in Utah this year. Among the upgrades are expansion and relocation of the grocery pickup and delivery area, a new pharmacy and updated Vision Center, and expanded deli and merchandise offerings.

## SERVICES

• **RSM US LLP**, a Chicago-based provider of assurance, tax and consult-

ing services for the middle market, has opened an office at the Cottonwood Corporate Center in Salt Lake City. **Jim Cronauer** is the Salt Lake City office leader. The company has about 30 Utah employees, with plans to expand.

## SPORTS

• **Utah Athletics** has unveiled an enhanced **Utah360°**, a mobile app that provides fans with exclusive video content, including game highlights, player interviews, podcasts and more. The app also offers mobile concessions ordering at Rice-Eccles Stadium, managing and purchasing tickets, news from Utah Athletics, schedules, statistics and scores. It is available on Google Play and the Apple App Store and can be accessed on various streaming devices, including phones, tablets, or web browsers, via [www.utah.ftwin360.com](http://www.utah.ftwin360.com). The app was created by **For The Win 360°**, based in Salt Lake City.

## TECHNOLOGY

• **Health Catalyst Inc.**, a Salt Lake City-based company providing data and analytics technology and services to health care organizations, has announced that **Wisconsin Statewide Health Information Network Inc.** (WISHIN) has selected to expand its multi-year agreement with Health Catalyst. WISHIN is an independent not-for-profit organization focused on bringing widespread, secure, interoperable health information technology to patients and caregivers throughout Wisconsin. The arrangement will include migrating technology and services to Health Catalyst's Ninja Universe Suite, an end-to-end cloud-native platform, and a set of applications purpose-built for health information exchanges. The WISHIN network includes more than 2,215 care sites.



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## What We Do:



**Connect:** Business is done with people you know and trust. The Chamber is committed to connecting like-minded business owners, operators and leaders.



**Educate:** The Chamber offers a full suite of business education and professional development courses for businesses of all sizes through our Business Institute.



**Advocate:** The Chamber is the voice of business for the South Valley. We are committed to monitoring and taking action on local, state and national policies that impact businesses.



**Grow:** The Chamber offers many tools to help promote your brand and connect with potential customers. We do this by providing exposure through our online member directory, social media, and a variety of sponsorship opportunities.

# SOUTH VALLEY CHAMBER

## Who We Are:

The South Valley Chamber of Commerce (SVC) is committed to Connecting, Educating, Advocating, and Growing for businesses.

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# CALENDAR

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

## Sept. 9, 8:30 a.m.

**12th Annual Gail Miller Utah Leadership Cup**, with a four-person scramble format. Location is Hidden Valley Country Club, 11820 S. Highland Drive, Sandy. All proceeds will help Salt Lake Community College students. Details are at [www.slcc.edu/golf](http://www.slcc.edu/golf).

## Sept. 10, 7:15-9 a.m.

**Breakfast Speaker Series**, an ACG Utah event. Speaker is Fernando Luege, chief technology officer, Fresh Consulting Inc. Location is Marriott City Center, 220 S. State St., Salt Lake City. Free for ACG Utah members, \$40 for nonmembers. Details are at <https://www.acg.org/utah/events/utah-september-2024-breakfast-speaker-series>.

## Sept. 10, 9 a.m.-2 p.m.

**Employer Workshop on Hiring and Retaining Individuals with Disabilities**, a Utah Department of Workforce Services event. Location is Division of Services for the Blind and Visually Impaired, 250 N. 1950 W., Salt Lake City. Free. Details are at <https://tinyurl.com/2p9sfau>.

## Sept. 10, 11:30 a.m.-1 p.m.

**"Taste of the Point,"** a Point of the Mountain Chamber of Commerce event featuring food samples from chamber members. Location is the chamber office, 225 E. State St., Lehi. Details are at [the-pointchamber.com](http://the-pointchamber.com).

## Sept. 10, 11 a.m.-1 p.m.

**Business Women's Forum 2024.** Presenter Sara Reed, vice president of people and talent at Western Governors University, will discuss "Discovering Your Career Compass: Navigating Opportunities with Self-Knowledge and Confidence." Location is Ken Garff University Club, Rice-Eccles Stadium, 451 S. 1400 E., Salt Lake City. Cost is \$35 for members, \$50 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

## Sept. 11, 18

**"Are You Lender Ready?"** a multi-day training by the U.S. Small Business Administration. The national Borrower Education SBA initiative aims to empower small businesses with the knowledge, connections and confidence needed to access capital and foster growth. A virtual workshop takes place Sept. 11, 9 a.m.-noon. An in-person lender forum takes place Sept. 18, 10 a.m.-1 p.m., during the Small Business Resource Roadshow at Atwood Innovation Plaza in St. George. Registration is available at [https://bit.ly/LenderReady\\_Sept11](https://bit.ly/LenderReady_Sept11).

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

**"Nine & Dine Golf Event,"** a ChamberWest Women in Business event. Nine-hole scramble begins at 8 a.m., followed by lunch at 11:30 a.m. Location is The Ridge Golf Course, 5055 S. Westridge Blvd., West Valley City. Cost is \$150. Details are at [chamberwest.com](http://chamberwest.com).

## Sept. 11, 11 a.m.-2 p.m.

**"Financial Wellness in the Workplace,"** facilitated by the Utah Worksite Wellness Council and featuring information about the importance of offering financial resources as part of wellness programs and how to enhance an offering to include a comprehensive financial wellness program for all employees. Panelists are Deon Spiker, mortgage banking, Utah Housing Corp.; Melissa Ceballos, Elevated Financial Wellness; and Jenny Sass, my529. Location is Wheeler Farm, 6351 S. 900 E., Murray. Cost is \$35. Details are at <https://utahworksitewellness.org/events/2024-financial-wellness-networking-event-attendees/>.

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

**Smart Cities Luncheon**, a Utah Valley University Business Resource Center event. Speaker Sanjay Bhatia will discuss "Improving Building Energy Efficiency with IoT Platform and Smart Meters." Location is UVU's Thanksgiving Point campus, 2912 Executive Parkway, Lehi. Cost is \$20. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

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

**"Let's Do Lunch,"** a South Valley Chamber event. Speakers Jim Olson, president of the Utah Jazz/SEG executive; and Mike Maughan, president of Utah Jazz Foundation/SEG executive, will discuss "The Impact of the Utah Hockey Club." Location is Salt Lake Community College's Miller Campus, Karen Gail Miller Conference Center, Building 2, 9750 S. 300 W., Sandy. Cost is \$20 for members, \$30 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

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

**"Lunch & Learn: Activating Male Leadership in the Modern Workplace,"** a ShePlace event. Keynote speaker Ray Arata, author of *Showing Up: How Men Can Become Effective Allies in the Workplace*, will discuss how leaders can build on their effectiveness with heart-based leadership that supports and grows a culture that attracts and retains top talent. Leadership discussion features Scott Anderson, non-executive chairman, Zions Bank; Leslie Snavey, CEO and president, CHG Healthcare; Brett Hopkins, CEO, Ken Garff Automotive; Ashley Bell, chairman, Redemption Holdings; and Pat Jones, Women's Leadership Institute. Event takes place at Zions Bank Tower, Founders Room, 1 S. Main St., Salt Lake City. Cost is \$25 for ShePlace members, \$30 for nonmembers. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## Sept. 11, 11:30 a.m.

**Women in Business Luncheon**, presented by the South Jordan, West Jordan and Mountain West chambers of commerce. Speaker Annette Marie, business coach, will discuss "Amp Up Your Personal Power: Three Easy Steps to Plug Your Energy Leaks." Location is Legacy Retirement Community, 1617 W. Temple Lane, South Jordan. Cost is \$15 in advance, \$20 at the door. Details are at [sj-chamber.org/events/](http://sj-chamber.org/events/).

## Sept. 11, noon-1 p.m.

**"Lunch & Learn: Why Electricity**

**Prices Are Going Up in Utah,"** a Utah Clean Energy event. Speaker is Logan Mitchell, Utah Clean Energy climate scientist and energy analyst. Event takes place online. Details are at <https://utah-cleanenergy.dm.networkforgood.com/forms/2024-q3-virtual-lunch-learn>.

## Sept. 11, 5-7 p.m.

**"Business After Hours,"** an Ogden-Weber Chamber of Commerce event. Location is SymbolArts, 6083 S. 1550 E., South Ogden. Free for chamber members and first-time guests, \$10 for nonmembers. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## Sept. 11, 6-7:30 p.m.

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

## Sept. 12, 8:30 a.m.-3 p.m.

**UMA Manufacturing Conference**, a Utah Manufacturers Association event. Keynote speaker Win Jeanfreau, executive director of iImpact Utah, will discuss "Transform Your Company to Maximize and Harvest Its Value." Event also features breakout sessions. Location is Zions Bancorporation Technology Center, 7860 Bingham Junction Blvd., Midvale. Cost is \$65. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

## Sept. 12, 9:30 a.m.-12:30 p.m.

**"Doing Business with the Hispanic World: Challenges and Opportunities,"** presented by Utah Valley University and the Utah Hispanic Chamber of Commerce. Diplomatic and commercial delegates from various countries will participate in a roundtable and open dialogue with participants. Keynote speaker is H.E. Catalina Crespo Sancho, ambassador of Costa Rica. Other speakers are Juan Pascua, executive director, Utah Hispanic Chamber of Commerce; Ryan Starks, executive director, Governor's Office of Economic Opportunity; and Javier Chavez Jr., roundtable moderator. Location is Utah Valley University, Sorensen Student Center, 800 W. University Parkway, Orem. Details are at <https://www.uvu.edu/global/dbhw/index.html>.

## Sept. 12, 10 a.m.-1 p.m.

**Utah Statewide Virtual Job Fair**, a Utah Department of Workforce Services event. Details are at [jobs.utah.gov/employer/localteams.html](http://jobs.utah.gov/employer/localteams.html).

## Sept. 12, 11:30 a.m.-1 p.m.

**Women in Business Luncheon**, a Davis Chamber of Commerce event featuring a women's legislative panel consisting of Rep. Ariel Defay, Rep. Kaen Peterson and Rep. Rosemary Lesser. Location is Davis Chamber office, 450 S. Simmons Way, Suite 220, Kaysville. Cost is \$25 for members, \$35 for nonmembers. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## Sept. 12, 4-6 p.m.

**"Designing for Decarbonization,"** a ULI (Urban Land Institute) Utah event

featuring information about planning, designing and building for a more carbon-negative future. Speakers are Liza Hart, architect and real estate developer, Giv Group; Alexsys Flocken, associate principal, Canyons Structural Inc.; Holli Adams, principal architect, Architectural Nexus; and Ashley Thompson, associate, KPFF Consulting Engineers. Location is Architectural Nexus, 1819 S. 900 W., Salt Lake City. Details are at <https://utah.uli.org/events-2>.

## Sept. 12, 6-8 p.m.

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

## Sept. 13

**Chamber Golf Tournament**, a South Valley Chamber of Commerce event. Location is Glenmoor Golf Club, 9800 S. 4800 W., South Jordan. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## Sept. 13, noon-1:30 p.m.

**"Crossroads of the World: Costa Rica,"** a World Trade Center Utah event, in partnership with the Utah Valley University Office for Global Engagement, the Governor's Office of Economic Opportunity, the Salt Lake Chamber and CBRE. Speaker is Catalina Crespo-Sancho, ambassador of Costa Rica to the United States. Location is CBRE, fourth floor, 222 S. Main St., Salt Lake City. Cost is \$15. Registration deadline is Sept. 9. Details are at <https://www.wtcutah.com/tradeevents/costa-rica-with-ambassador-crespo-sancho>.

## Sept. 15, Oct. 7 and 29

**Returnship Workshop Series**, a BioHive event about the BioHive Life Sciences Returnship Initiative, which aims to expand workforce opportunities for those re-entering the workforce after an absence to build their resume and gain current and relevant experience. Workshop series is designed to prepare returners to apply for returnship opportunities at four host life sciences companies: ARUP Laboratories, Denali Therapeutics, Recursion and Seek Labs. All workshops are 5:30-7:30 p.m., with virtual and recorded options available. Series includes Sept. 25, "An Introduction to Returnships," at Kiln, 26 S. Rio Grande St., No. 2072, Salt Lake City; Oct. 7, "Why Work in the Life Sciences?" at Recursion, 41 S. 400 W., Salt Lake City; and Oct. 29, "Navigating the Industry Post-Returnship Offer," at Kiln in Salt Lake City. Details are at <https://www.biohive.com/returnships/>.

## Sept. 16, 7 a.m.-2 p.m.

**Utah Valley Chamber Golf Classic.** Location is Riverside Country Club, 2701 N. University Ave., Provo. Details are at [thechamber.org](http://thechamber.org).

## Sept. 17-18

**Utah STEM Fest**, offering students opportunities to engage with interactive

## CALENDAR

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experiences. Location is the MACU Expo Center, Sandy. Details to be announced at <https://www.utahstemfest.com/>.

### Sept. 17, 7 a.m.-3 p.m.

**ACG Utah Golf Tournament**, an ACG (Association for Corporate Growth) Utah event. Location is Eagle Wood Golf Course. Details to be announced at <https://www.acg.org/utah/events/2024-acg-utah-golf-tournament>.

### Sept. 17, 10-11:30 a.m.

**“Power Hour,”** a Women’s Business Center of Utah event with the Eagle Mountain Chamber of Commerce. Ashly Kulland of the WBCU will explain the services and resources available to business owners across Utah. Event takes place online. Free for chamber members. Details are at <https://wbcutah.eccenterdirect.com/events/1835>.

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

**2024 Annual Meeting**, a Salt Lake Chamber event featuring the release of the chamber’s annual report and honoring individuals and organizations who have demonstrated exceptional support to advance the chamber’s mission and bolster the business community over the past year. Location is Salt Lake City Marriott Downtown at City Creek, 75 S. West Temple, Salt Lake City. Cost is \$100 for members and \$120 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

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

**Professional Development Series**, a ChamberWest event. Speaker Matt Maass, director of the Utah Department of Transportation Division of Aeronautics, will discuss “Skyward Innovations: The Future of Transportation and Delivery with Air Taxis and Drone Technology.” Location is TownePlace Suites, 5473 W. High Market Drive, West Valley City. Cost is \$25 for members by Sept. 12, \$35 for members and nonmembers thereafter. Details are at [chamberwest.com](http://chamberwest.com).

### Sept. 18-Nov. 20

**Executive Certificate of Global Business Management Program**, a 10-week course presented by The Mill Entrepreneurship Center at Salt Lake Community College. Classes can be taken in the classroom, online or a hybrid. Cost is \$995, with scholarships and discounts available. Details are at <https://themillat-slcc.com/education/executive-certificate-global-business-management/>.

### Sept. 18-21

**Annual Convention**, a doTerra event. Theme is “Reclaim.” Event is expected to have more than 7,000 attendees. Event features an essential oil symposium, interactive general sessions, a recognition gala, and the debut of several new products. Locations are Salt Palace Convention Center and Delta Center in Salt Lake City. Details are at [convention.doterra.com](http://convention.doterra.com).

### Sept. 18, 11 a.m.-1 p.m.

**Business Boot Camp**, a South Valley Chamber of Commerce event. Speakers Jennifer Silvester, firm owner and leader of Silvester & Co., and Tina Hazlett, founder and CEO of Spectrum Recruiting Solutions, will discuss “The Laws of Attraction: What Makes Small Businesses Stand Out to Job-Seekers.” Location is Salt Mine Productive Workspace, 7984 S. 1300 E., Sandy. Cost is \$35 for members, \$55 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

### Sept. 18, 11:30 a.m.-1 p.m.

**Business Alliance Luncheon**. Location is Boondocks Fun Center, 525 Deseret Drive, Kaysville. Free (lunch is available for purchase). No RSVP needed. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

### Sept. 18, 11:30 a.m.-1 p.m.

**Lunch Break Networking**, a Point of the Mountain Chamber of Commerce event. Location is Blossom, 2082 N. Redwood Road, Saratoga Springs. Details are at [thepointchamber.com](http://thepointchamber.com).

### Sept. 18, 4-6 p.m.

**Women in Business**, a Murray Area Chamber of Commerce event. Speaker Danielle Simas, division manager at Heartland, will discuss “Leadership Strategies in Male-Dominated Industries.” Location is the chamber office, 141 E. 5600 S., Suite 300, Murray. Free. Details are at [themurraychamber.com](http://themurraychamber.com).

### Sept. 18, 5:30-6:30 p.m.

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

### Sept. 18, 6-8 p.m.

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

### Sept. 19, 8:30 a.m.-5 p.m.

**Employer Tax Workshop**, a Small Business Development Center event. Location is Salt Lake SBDC at Salt Lake Community College, Sandy. Cost is \$25. Details are at <https://clients.utahsbdc.org/events.aspx>.

### Sept. 19, noon-1:30 p.m.

**“Global Gateway: Pathways to Success in International Markets,”** a World Trade Center Utah event. Topics

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## SUNDANCE

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rendition. Sundance began its site selection process with a “request for interest” from possible candidates in the spring. The “request for proposals” phase for select locations was next, to which the Utah Host Committee responded in June.

The other five finalists competing in the next phase are Atlanta; Cincinnati; Boulder, Colorado; Louisville, Kentucky; and Santa Fe, New Mexico. These cities survived the cut from among cities throughout the country.

“Salt Lake City is a thriving cultural hub with a deep commitment to the arts,” said Salt Lake City Mayor Erin Mendenhall. “We are excited about the possibility of furthering our partnership with Sundance and sharing our city’s vibrant energy with filmmakers and visitors from around the world.”

“Park City has been the heart of the Sundance Film Festival for over four decades, and we are thrilled to have a chance to continue being a host City in partnership with our neighboring communities,” added Park City Mayor Nann Worel. “From the beginning, we have recognized the need to reimagine our future together while we prepare to host an amazing festival in 2025.”

The final selection will take place by the first quarter of 2025, the Sundance Host Committee has said.

## CHAMBER

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AI’s capabilities at producing content quickly. “And the cool thing is, in two weeks, what it’s doing now will be rapidly accelerated to the next level. And this is the speed of acceleration we’re seeing in the AI field.”

Every two weeks, he said, “there’s something that makes everything that we’ve just talked about today completely obsolete, which is also awesome, because that means the speed of the productivity is just there.”

While some of the details of those demonstrations may have changed, Kho and Brenna Wilkinson, CEO of Yedding LLC, stressed that the potential of AI remains in place.

AI, Wilkinson said, will allow people to automate mundane tasks in life, including in business, “so you can focus on higher-level items.” It has the potential to significantly transform industries, improve quality of life and address global challenges, she said.

“The thing about AI is that it allows our society to get to the next level instead of having to do the mundane things that we don’t necessarily want to do, so what are we really worried about?” she asked. “Are we worried about getting better?”

With tools that are free or very inexpensive, AI can transform a person’s business, career, personal and family life, Kho said. It can help a business owner “increase productivity, make more money, lower your stress and increase your energy,” he said.

Using AI, a business owner can speed up the production of marketing materials, social media content, white papers, PowerPoint presentations, commercials, videos and websites, he said. In human resources alone, it can quickly create job descriptions, evaluate job applicants’ quality, produce score sheets and budgets, and provide resume analysis.

If, without AI, job-screening 150 people takes a week, with AI it can be shrunk to 15 minutes.

“That’s 200X productivity,” Kho said. “If it’s three months [of people working], that’s 2,400X productivity. Nowhere in the history of mankind have we seen such possibility for productivity, and imagine doing that for sales for your business. Imagine doing that for your marketing, to have higher-quality leads. Imagine doing that on finance and giving you budgets and optimizing what you need to do, step-by-step. That is the power of AI.”

Just typing in a few prompts and answering questions can produce a new-business plan, an executive summary, a budget and an analysis of its opportunity to succeed. A business owner can write a book in less than five minutes, making them an expert in their niche, Kho said.

“I’m so excited about this, because with AI, you can rapidly iterate so many different things,” he said.

Kho charged the audience members to consider 10 “low-hanging fruit” of their businesses that could be transformed using AI. “I don’t care how much you learn; what I want you to do is think about how you’re going to utilize it,” he said.

None of those AI tasks will require the user to know computer coding, and creative elements will also require humans to “be a part of the AI puzzle,” he said. For media generation, authoring books, creating articles and marketing materials, “all of that stuff still requires your editorial feedback,” he added.

Kho acknowledged that AI can skew a learning curve, which traditionally has involved four years of college followed by 40 years of gaining mastery over a career.

“People do not want change,” he said. “Change is scary, but if you do accept

change and you trust the process, you’ll realize that you can have way more value in society. ... AI will transform the world for good, our GDP will be trillions of dollars more in terms of a higher value, people will be happier, and we just have to trust that’s what’s going on.”

With the theme “Unlock Innovation and Collaboration for Growth and Success,” the chamber’s summit featured other sessions about philanthropy, health care, contracting and procurement, fashion and beauty, investments, the leveraging of data, airline industry career opportunities, and global competence and cross-cultural knowledge.

## LEADERSHIP

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mented programs to improve recruiting, hiring, retaining, and advancing women employees and leaders.

The second-year program study indicates that the most noted family-friendly policies and women-focused initiatives included flexible work hours (98 percent) and remote work (91 percent); pay equity efforts (89 percent); work to diversify the managers and leaders at mid-to-senior levels (84 percent); and paid family leave (69 percent).

The 100 companies offered a variety of flexible work policies and benefits in addition to flexible work hours and remote work. They include part-time professional roles (51 percent), a compressed work week (43 percent), part-time employment with benefits (25 percent) and job-sharing (7 percent).

Among family-specific policies and benefits, the most noted were paid family leave (69 percent), unpaid family leave (64 percent), back-to-work maternity support (58 percent), childcare support (34 percent), and adoption and fertility benefits (27 percent), the report says.

The report notes that childcare remains a top concern for women employed in Utah. Child care benefits offered by companies include flex spending accounts, child care reimbursement, or cash bonuses for the birth of a child. Eight of the 100 companies offer on-site child care, and some even offer services to the surrounding community.

“Fortunately, many Utah companies are taking the lead in offering employee initiatives and benefits that are making a positive difference,” Madsen said. “Highlighting the best practices of these organizations can help Utah’s employers better understand how to implement policies and create workplace cultures that support women and families.”

About half of the 100 companies, across various industries, are in Salt Lake County and about 26 percent are in Utah County. Almost one-third had fewer than 24 employees, and only 10 percent had 1,000 or more.

Among other UWLP recommendations are encouraging workplaces in public entities, such as local and state governments, schools and universities, to follow the same recommendations as businesses, and encouraging legislators to consider and support research-based public policies that will help Utahns have more family-friendly workplace environments.

“We urge all businesses and entities to consider organizational-level strategies and programs, including family-friendly practices and policies, to support all employees and help them thrive,” Madsen said. “The representation of women in businesses around the state can be increased, which is important to ensure that more women and their families can thrive. Strengthening the impact of women will strengthen Utah’s economy and communities.”

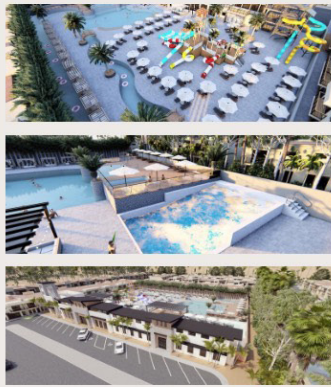
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## CALENDAR

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include navigating international finance, market forecasting, and efficient use of capital. Speakers from JPMorganChase include Eric Moulaison, a senior international product specialist; Gonzalo Sanchez, an international product specialist; Jennifer Jirkovsky, an executive director in the corporate derivatives marketing group; and Liam Wyness, vice president, trade finance and working capital. Location is Lobby Training Room, World Trade Center, Salt Lake City. Free, but registration is required. Registration deadline is Sept. 13. Details are at <https://www.wtcutah.com/tradeevents/capital-convos-jp-morgan-chase>.

### Sept. 19, 3 p.m.

**“Third Thursday @ Three,”** a Kinect Capital startup pitch event. Location is Kiln, 2701 N. Thanksgiving Way, No. 100, Lehi. Registration can be completed at [Eventbrite.com](https://www.eventbrite.com).

### Sept. 19, 5-7 p.m.

**“Business After Hours,”** a Park City Chamber/Bureau event. Location is Create PC, 1500 Kearns Blvd., F110, Park City. Details are at <https://www.parkcitychamber.com/events>.

### Sept. 19, 5:30-10 p.m.

**Silicon Slopes Hall of Fame & Awards.** Activities include a 5:30 p.m. VIP sneaker soiree and VIP red carpet, 6:30 p.m. general red carpet, and 7:30 p.m. dinner and programming. Location is Thanksgiving Point Show Barn, 2975 Thanksgiving Way, Lehi. Details are at [halloffame.siliconslopes.com](https://halloffame.siliconslopes.com).

### Sept. 19, 5:30 p.m.

**Annual Kickoff Program,** a National Association of Corporate Directors (NACD) Utah Chapter event featuring a fireside chat with former Gov. Michael O. Leavitt, who will share insights on leadership and governance. Following the discussion, attendees are invited to join Leavitt to tour the Salt Lake Tabernacle and a live rehearsal of the Tabernacle Choir. Location is Salt Lake Marriott

Downtown at City Creek. Details are at <https://utah.nacdonline.org> or email [programs@utah.nacdonline.org](mailto:programs@utah.nacdonline.org).

### Sept. 19, 6-8 p.m.

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

### Sept. 19, 6:30-9 p.m.

**Business Awards Banquet,** a Davis Chamber of Commerce event. Registration and networking take place 6:30-7 p.m., followed by the awards program 7-9 p.m. Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$75. Details are at [davischamberofcommerce.com](https://davischamberofcommerce.com).

### Sept. 20, 8:30-10 a.m.

**“Friday Connections,”** a multi-chamber networking event. Location is Utah Trucking Association, 4181 W. 2100 S., West Valley City. Cost is \$5 for members, \$10 for nonmembers. Details are at [chamberwest.com](https://chamberwest.com).

### Sept. 23-25

**Work Elevated Conference (WECon),** presented by Utah SHRM and GBS Benefits. Location is Utah Valley Convention Center, 220 W. Center St., Provo. Cost is \$549, with added fee for a Beatles tribute concert. Details are at <https://weconutah.com/>.

### Sept. 24-27

**Utah Tourism Conference,** presented by the Utah Tourism Industry Association. Keynote speaker Joe Veneto, chief experience officer, Veneto Collaboratory, will discuss “Engineering Unforgettable Experiences.” Keynote speaker Catherine Raney Norman, board chair, Salt Lake City-Utah Committee for the Games, will discuss “Salt Lake City-Utah 2034: What’s Next?” Keynote speaker Meredith Tekin, president, IBCCES – Autism & Neurodiversity Certification, will discuss “Taking Action on Accessibility: What, Why and How to Welcome Autistic and Sensory-Sensitive Visitors.” Location is Davis Conference Center, 1651 N. 700 W., Layton. Cost is \$379 for UTIA members, \$399 for nonmembers, \$150 for college

students. Details are at <https://www.utah-tourismconference.com/>.

### Sept. 24, 8 a.m.-2 p.m.

**The Point Challenge Golf Tournament,** a Point of the Mountain Chamber of Commerce event. Location is Talons Cove, 2220 S. Talons Cove Drive, Saratoga Springs. Cost is \$600 for member foursomes, \$800 for nonmember foursomes. Details are at [thepointchamber.com](https://thepointchamber.com).

### Sept. 24, 8:30 a.m.-4:30 p.m.

**Women Empowered Leadership Conference,** hosted by Ogden-Weber Chamber of Commerce Women in Business. Keynote speaker is Noelle Pikus-Pace, Olympic medalist. Location is Ogden Eccles Conference Center, 2415 Washington Blvd., Ogden. Costs range from \$65 to \$85. Details are at [ogdenweberchamber.com](https://ogdenweberchamber.com).

### Sept. 25, 6-7 p.m.

**“Driving Website Traffic for Free,”** a Small Business Development Center event that takes place online. Details are at <https://clients.utahsbdc.org/events.aspx>.

### Sept. 26-27

**Sixth Annual “Women in the Money” Financial Empowerment Conference,** a Utah Financial Empowerment Coalition event featuring keynote presentations, breakout workshops and networking opportunities. Activities Sept. 26, 6-8 p.m., include a Money Mastermind workshop and dinner. Location is Sheraton Hotel, 150 W. 500 S., Salt Lake City. Conference activities are Sept. 27, 8:30 a.m.-4 p.m. Cost for Sept. 26 only is \$15. Cost for Sept. 27 only is \$25. Event also is available online for free through the conference app (registration is required). Details are at [www.womeninthemoney.org](https://www.womeninthemoney.org).

### Sept. 26

**Wasatch Outdoor Industry Summit,** a first-ever gathering of senior executive leaders from the outdoor, sports and wellness industries. Theme is “People, Purpose and Profits.” Event features keynote presentation, panel discussions and networking events. Keynote presenter is Shephan Jacob, co-founder of Cotopaxi.

Panel participants include both investors/funders and senior executives from leading companies along the Wasatch. Panel topics are “How to Scale Without Losing Your Brand Soul” and “Building Cultures and Companies of Resilience in a Rapidly Changing Industry.” Mountain biking/hiking take place after the summit. Location is Skullcandy headquarters in Park City. Free. Details are at <https://wasatchoutdoor-summit.com>.

### Sept. 26, 7:30-9 a.m.

**“Tourism: The Impact on Business,”** a Box Elder Chamber of Commerce event. Location is Tremonton’s Hampton Inn, 2155 W. Main St., Tremonton. Cost is \$10. Details are at [boxelderchamber.com](https://boxelderchamber.com).

### Sept. 26, 11 a.m.-noon

**“Ask Ashly,”** a Women’s Business Center of Utah event. Speaker Ashly Kulland, digital media specialist at the WBCU, will discuss “Social Media.” Event takes place online. Details are at [wbcutah.com](https://wbcutah.com).

### Sept. 26, 11:45 a.m.-1 p.m.

**“Lunch & Learn,”** presented by the Saratoga Springs Business Alliance and the Point of the Mountain Chamber of Commerce. Speaker Spencer Wright will discuss how to harness the power of podcasting as a dynamic marketing tool. Location is the chamber office, 225 E. State St., Lehi. Cost is \$20 for a catered lunch, or bring your own lunch. Details are at [thepointchamber.com](https://thepointchamber.com).

### Sept. 26, noon-1 p.m.

**Women in Business Meeting,** a Box Elder Chamber of Commerce event. Contact the chamber for location and other details. Cost is \$10. Details to be announced at [boxelderchamber.com](https://boxelderchamber.com).

### Sept. 26, 4-7 p.m.

**“NAIOPOLY,”** a Commercial Real Estate Development Association Utah chapter event focused on commercial real estate developments across the Wasatch Front. Location is Airport Technology Park B, 480 N. 2200 W., Salt Lake City. Cost is \$50 for members, \$100 for nonmembers. Details are at <https://naioputah.org/event/naiopoly2024/>.

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