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## Utah nation's worst in gender gap for high-income earners

**Brice Wallace**

*The Enterprise*

Several studies over the years have shown Utah women earn less than Utah men. A new study shows that is especially true when it comes to high-income earners.

In fact, the gap is larger in Utah than any other state.

A study by MagnifyMoney shows that 85 percent of the state's workers earning six-figure pay are men — the highest level in the U.S. — while 15 percent are women. In contrast, the lowest disparity is in the District of Columbia, where 57 percent of six-figure earners are men, compared with

43 percent who are women.

Nationally, 72 percent of those earning six figures or more are men. Put another way, for every woman who makes at least \$100,000, 2.5 men do.

Every state has a higher percentage of male high-pay earners than female. The situation is reversed among low-pay earners. Nationally, 57.1 percent of workers who earn less than \$25,000 are women. Utah is ranked No. 22 for that gender pay gap, with 58.3 percent of low-income earners being women. Louisiana has 60.4 percent — the highest percentage gap — while

see **GENDER GAP** page 16



Representatives from Utah and Idaho pose for a group photo following a news conference at the Utah Capitol to announce a new five-year agreement that will mean enhanced collaboration between the University of Utah and Idaho National Laboratory on research and development projects.

## UofU joins Idaho National Lab in energy, technology research effort

**Brice Wallace**

*The Enterprise*

The University of Utah and Idaho National Laboratory (INL) will partner on research and development projects that could advance the nation's energy and security technology.

The two organizations recently signed a five-year agreement called Strategic Un-

derstanding for Premier Education and Research, or SUPER, that will expand opportunities for students, faculty and researchers to explore research collaborations.

The norm has been individual peer-to-peer agreements between laboratory researchers and university faculty members

see **SUPER** page 16

## COVID-19 Updates

### Cancellations and postponements

The following are events that have been included in The Enterprise Calendar listings and subsequently have been postponed or canceled, or have been removed from the organizers' website calendars. This is not a complete list of postponements or cancellations. Check with organizers to determine if their events will take place.

#### CANCELLATIONS

##### March 15-April 5, 8 a.m.-5 p.m.

Lean Six Sigma – Green Belt, a Salt Lake Community College Employee Development Workshop taking place on Tuesdays, at SLCC's Westpointe Campus in Salt Lake City.

#### POSTPONEMENTS

"Business After Hours: Nonprofit Night," an Ogden-Weber Chamber of Commerce event, originally scheduled for March 9, has been postponed until June 8, 5-7 p.m. Location is Catholic Community Services, 2504 F Ave., Ogden. Free for employees of chamber members and first-time guests, \$10 for nonmembers. Details are at ogdenweberchamber.com.

"Navigating Differences in the Workplace," a ChamberWest Professional Development Series event, originally scheduled for Jan. 25, has been postponed until March 15, 11:30 a.m. Location is TownePlace Marriott West Valley City, 5373 W. High Market Drive, West Valley City. Cost is \$35 for members and nonmembers. Details are at chamberwest.com or (801) 977-8755.

Zions Bancorporation's 2022 Biennial Investor Conference for institutional investors and analysts, originally scheduled for March 3, has been postponed until a date to be determined.

2022 Awards Gala, a ChamberWest event, originally scheduled for March 8, has been postponed until March 29, 5-8:30 p.m. Location is the Maverik Center in West Valley City. Details to be announced at chamberwest.com.

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## COVID-19 AND UTAH: NEWS AFFECTING YOUR BUSINESS & YOUR EMPLOYEES

### Mayor Wilson reveals plans to spend \$90 million of American Rescue Plan Act money

Salt Lake County received \$112 million last year from the American Rescue Plan Act designed to help the state recovery from the shutdowns imposed as a result of the COVID-19 pandemic. And the county has another \$112 million coming in July. Last year's money has to be spent by 2024 and the new money by 2026.

County Mayor Jenny Wilson has told the Salt Lake County Council how she wants to spend \$90 million of the money.

Wilson told the council she wants about \$58.4 million of the money to go toward projects that address housing, economic development, environment, health/human services and criminal justice, as well as another \$32.9 million to maintenance projects in the county's infrastructure.

"We will be following the need and the mandate that was provided by the federal government to return prosperity to communities throughout and to also address the health demands presented by COVID," she told the council. "That's a sizable amount, but when you look at the broad nature of what we do, it isn't going to be the extent of all ARPA funds available to us. We have some time. It just represents the projects that are priorities."

The mayor said that since Salt Lake County is in "a pretty good position" overall, two years after the shutdowns, it has a "generational opportunity" to put the federal money toward bigger projects.

The Salt Lake County Council will have the final say on how the money is spent.

### Utah schools increased use of technology due to demands of COVID-19 pandemic

The Utah Education and Telehealth Network (UETN) has released the fourth edition of its Utah School Technology Inventory. Completed in collaboration with national nonprofit Connected Nation (CN), the report gives updates on technology in every school across Utah. One basic finding is that technology in the state's schools continues to increase in response to needs created by the COVID-10 pandemic.

"We started working with Connected Nation to track technology in our schools in 2015," said Ray Timothy, CEO and executive director of UETN. "The inventory, which is completed every other year, has consistently helped our schools identify areas that need improvement, as well as best practices."

The 2021 inventory was completed in December and includes 80,000 new data points across 1,037 public schools. It had a 100 percent participation rate among school leadership and district-level technology directors, and focused on devices, age of hardware and software, teaching resources, and for the first time, at-home access.

Among the key findings of the study is that the number of devices per student is increasing. More than 888,800 computing devices are available to more than 675,500 Utah students. This represents about 1.32 devices per student, up from 1.19 in 2019.

Statewide, 39 percent of schools have deployed mobile computing devices on a one-to-one basis so students can take devices home. Nineteen percent of schools said the wireless networking gear used in school is newer than one year old, an improvement over the 2019 inventory, when 11 percent indicated the same response.

### Utah residents worrying less about COVID, ready to do away with mask mandates

OH Predictive Insights, a Phoenix-based research company, has released data concerning Utahns' overall sentiment toward COVID-19, their concern levels and their support for lifting mask mandates.

The Utah Public Opinion Pulse survey found that 36 percent of Utah residents are slightly or not at all concerned about COVID, statistically equal to the nearly two in five extremely or moderately concerned. Forty-two percent of Utahns said the expected to see improvement in the COVID-19 issue in the 30 days following the survey in mid-February, compared to only 17 percent of respondents who anticipate things will get worse.

Nearly half of poll respondents (47 percent) said they were in support of lifting all mask mandates, while 34 percent were opposed.

# Civica Inc. announces plans to manufacture and distribute affordable insulin

Lehi-based Civica Inc. has announced plans to manufacture and distribute insulins that, once approved, will be available to people with diabetes at significantly lower prices than insulins currently on the market.

“The availability of affordable insulins will benefit people with diabetes who have been forced to choose between life-sustaining medicines and living expenses, particularly those uninsured or underinsured who often pay the most out of pocket for their medications,” a Civica press release said.

Civica is a nonprofit generic pharmaceutical company created by hospital systems and philanthropies in 2018 to reduce and prevent chronic drug shortages in hospitals and the unpredictable price spikes that often accompany them. Its stated mission is to make quality generic medicines accessible and affordable to everyone. It was created and governed by a number of leading hospital systems nationwide.

“Diabetes is arguably America’s most expensive chronic condition, and it is heartbreaking that millions of people are rationing their care and putting their lives at risk because they can no longer afford insulin,” said Dan Liljenquist, board chair of Civica, senior vice president of Salt Lake City’s Intermountain Healthcare and the innovator behind Civica’s nonprofit business model. “Through mission-driven partnerships, we are choosing to create a new market reality where no one is forced to ration essential diabetes medications.”

Martin VanTrieste, president and CEO of Civica Rx, added, “More than 8 million Americans rely on insulin to live, but many can’t afford to take the amount they need because of the historically high and prohibitive cost of insulin. We know that to really solve for the insulin cost and access challenges so many Americans face, we need a process — from manufacturing to setting a transparent price — that ultimately lowers the cost of the drug for those living with diabetes. In that spirit, we will ensure patients know where Civica’s low-cost insulin is available.”

Civica will produce three insulins — glargine, lispro and aspart (biologics corresponding to, and interchangeable with, Lantus, Humalog and Novolog respectively) — each of which will be available both in vials and prefilled pens. Civica will co-develop and manufacture the drug product, complete the clinical trials and file the necessary appli-

cations for FDA approval. Civica plans to set a recommended price to the consumer of no more than \$30 per vial and no more than \$55 for a box of five pen cartridges, a significant discount to prices charged to uninsured individuals today.

Civica plans to sell its insulins at one low, transparent price for all, basing the price on the cost of development, production and distribution. CivicaScript’s policy for pharmacies and others who choose to distribute Civica insulins reflects its philosophy that prices to consumers should be fair, reasonable and transparent, and be no more than the public, recommended price. A maximum recommended consumer price for outpatient prescription medications is a concept CivicaScript is pioneering in the generic market, the company said.

Contingent on FDA approval, Civica anticipates that the first

insulin (glargine) will be available for purchase as soon as early 2024.

As many as one-quarter of insulin users skip doses or take less than prescribed amounts due to high costs, according to a recent study published in *JAMA Internal Medicine*. The drug has become inaccessible for many, causing debilitating and preventable illness. This disproportionately impacts people with diabetes who are Native American, Hispanic or black, since they are more likely to be uninsured and underinsured.

“Bold philanthropic partners have made it possible, with committed funds to date of over two-thirds of our \$125 million goal, for us to undertake this affordable insulin initiative,” said Ken Boyden, executive director of The Civica Foundation. “We are incredibly grateful for their leadership. They each have a passion

for and commitment to building pathways to reliable drug access and affordability.”

Civica has entered into a co-development and commercial agreement with GeneSys Biologics for these three insulin biosimilars. Civica will use drug substances produced in partnership with GeneSys and will have exclusive rights in the U.S. to market and sell these insulins at costs that are substantially lower than what is currently available in the U.S.

Civica, along with CivicaScript and The Civica Foundation, is collaborating on this effort with partners that represent nearly every corner of the diabetes ecosystem, including Arnold Ventures, Beyond Type 1, Blue Cross Blue Shield Association, and 12 independent BCBS companies (Arkansas Blue Cross and Blue Shield, Blue Cross and Blue Shield of Alabama, Blue

Cross and Blue Shield of Hawaii, Blue Cross and Blue Shield of Vermont, Blue Cross of Idaho, Blue Shield of California, CareFirst BlueCross BlueShield, Excellus BlueCross BlueShield, Florida Blue, Highmark Blue Cross Blue Shield, Horizon Blue Cross Blue Shield of New Jersey, Independence Blue Cross), Gary and Mary West Foundation, Glen Tullman Family Foundation, Intermountain Healthcare, JDRF, Kaiser Permanente, Peterson Center on Healthcare, Providence, the Leona M. and Harry B. Helmsley Charitable Trust, Transcarent and Trinity Health.

The insulins will be manufactured at Civica’s state-of-the-art 140,000-square-foot manufacturing plant, being built in Petersburg, Virginia. The facility, expected to be operational in early 2024, will ultimately have the capacity to produce a substantial amount of the insulin needed in the United States, with additional space to increase production if necessary.

## Greening Your Bottom Line

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## Logan's iFIT appoints pair as co-presidents

Logan-based iFIT Health & Fitness has announced the appointment of Steve Barr, the company's current chief financial officer, and Mark Watterson, its chief experience officer, as co-presidents of the company.

As previously planned and announced, iFIT co-founder Scott Watterson will step down as CEO to serve exclusively as chairman of the board of directors. He will work with the advanced development team to focus on next-generation product innovation, the company said.

In conjunction with the leadership changes, iFIT also announced an investment in the company of \$355 million anchored by L Catterton, a global consumer-focused private equity firm. The capital raise will enable more focus and investment in growing iFIT's leading brands, content library and product offerings, with the sole purpose of enhancing the member experience, a company release said. At the same time, the company will also invest in efficiency measures to increase profitability for reinvestment.

As part of the iFIT announcement, the company said it has ami-

cably resolved its outstanding litigation matter with an unnamed shareholder.

Founded in Logan in 1989, iFIT Health & Fitness is a producer of connected fitness equipment and interactive content with its portfolio of iFIT and Sweat streaming platforms, and its equipment brands NordicTrack and Proform. It has over 7.3 million total members across more than 120 countries, with increasing member participation in workouts and events.

"I am proud of what we have built at iFIT over four decades and our ability to successfully adapt in a rapidly evolving health and fitness landscape," said Scott Watterson. "Today's important updates strongly focus the business for continued growth in what has made us successful in the first place: technology, innovation and the member experience. I look forward to lending my expertise in driving innovation as chairman. I am personally investing alongside L Catterton, one of the world's most successful health and wellness investors, in this capital raise. Moreover, I am excited to transition my executive responsibilities to Mark and Steve, who I am confident are

well-suited to continue iFIT's long history of success."

"It has been a privilege to learn from Scott and we are excited about the next phase of iFIT's journey," said Mark Watterson and Barr in a joint statement. "Following today's news, the company is on strong financial footing and stands ready to capture the enormous opportunity ahead of us. We remain focused on streamlining our overall business, while at the same time, investing in and enhancing the member experience and continuing to innovate across interactive software, content and hardware. There is nothing more important to us than delivering an unmatched member experience with the most advanced equipment and engagement to drive superior results for our members."

Marc Magliacano, a managing partner in L Catterton's Flagship Fund, said, "We are honored to invest and to play a meaningful role in the advancement of iFIT's future. The iFIT member proposition remains superior to competitive offerings and with the new capital raise combined with our partnership, we believe the best of iFIT is yet to come."

## Jobless rate takes slight uptick

Still second only to Nebraska, Utah's unemployment rate inched up one-tenth of a percent to 2.2 percent in January, leaving about 37,000 residents without a job. The national jobless rate also rose slightly to 4 percent.

Utah's nonfarm payroll employment for January increased an estimated 4.1 percent across the past 12 months, with the state's economy adding a cumulative 63,500 jobs since January 2020. Utah's current jobs count stands at 1,628,200.

"Utah's economy entered 2022 on a solid footing and as one of only four states in the nation that have more jobs now than before the pandemic," said Mark Knold, chief economist at the Utah Department of Workforce Services. "All of Utah's major industry sectors have returned to or are exceeding their pre-pandemic levels. The lone exception is government, and that is largely traced to the pandemic-induced reductions in higher education employment."

Utah's January private-sector employment recorded a year-over-year expansion of 4.4 percent. All of Utah's 10 major private-sector industry groups posted net year-over-year job gains, led by leisure and hospitality (up 17,500 jobs); trade, transportation and utilities (up 12,800 jobs); education and health services (up 6,500 jobs); and manufacturing (up 6,200 jobs).

## Complete Recovery buys Texas co.

Complete Recovery Corp., a Salt Lake City-based asset recovery service provider, has purchased Waypoint Resource Group of Austin, Texas. Waypoint is a financial company that provides key management services for accounts receivables.

"We've been doing this work for 19 years and are excited to add the recovery of unpaid receivables to our quiver of offerings for our amazing clients," said Merlin Jensen, CEO of Complete Recovery. "Recovery, whether equipment like a modem or an unpaid bill, requires sensitivity and skill. What many

see as a scary task, is instead — when done right — an incredible opportunity for retention and growth."

"The acquisition accelerates Complete Recovery's ambitious service goals because Waypoint employees specialize in reviving delinquent accounts while maintaining customer relationships. We're excited to be part of Complete Recovery's expansion," said Waypoint Senior Vice President Danen Shiek. "Since we work with many of their clients already, we've seen their personable approach to righting accounts. It's a perfect match."

## Crawford to head Influx Marketing

Healthcare marketing agency Influx Marketing has appointed Erica Crawford as its new president. Influx Marketing is headquartered in Park City with offices in Los Angeles and Tampa, Florida. As the agency's first president, Crawford will dedicate her time to overseeing the agency's industry and key opinion leader relations, as well as developing strategic partnerships.

"I am excited to step into this new role and help guide Influx in its ongoing mission to elevate the standard of digital marketing services for private aesthetic practices," said Crawford. "I'm equally excited at the

opportunity to positively impact and inspire other women leaders throughout the industry."

Influx CEO Adam Daniells welcomed Crawford to her new position, noting her experience in public relations and business development. "We are thrilled with what Erica brings to Influx as a leader. She has been an instrumental member of the Influx team, and we are confident that she will have an even bigger impact in this new capacity."

Influx is a digital marketing agency focused on plastic surgery and aesthetic medicine, with a clientele that includes surgeons and medical spas. The company was founded in 2014.

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## S.C. firm buys Hurricane lab

Diversified Medical Healthcare, a Greenville, South Carolina, holding company with multiple brands in the patient care industry, has announced its acquisition of Dynasty Medical Laboratory Services (DMLS), formerly Dynasty Diagnostics. Located in Hurricane, DMLS previously operated as a full-service toxicology lab. With this acquisition, it is expanding to offer a full menu of medical testing services.

DMLS's largely expanded services will now include pharmacogenomics, PCR testing, advanced cardiovascular and diabetes testing, cancer screening, women's wellness panels, allergen-specific IgE blood testing, toxicology, blood chemistry and molecular diagnostics, among others. The company's offerings will now include over 2,000 various tests for improved patient care.

"When I began Dynasty Diagnostics, I planned on expanding to offer a complete menu of tests," said DMLS founder Adam Law. "After seeing the Diversified Medical Healthcare business model and all they have accomplished to deliver innovative and reliable healthcare solutions both in the laboratory services industry as well as its other healthcare sectors that it serves, I knew that the acquisition was the right choice to carry out my plans for Dynasty's future. I'm excited for DMLS to serve as a full-service lab for its current and future customers."

Law has now joined DMH as the chief strategy officer and is overseeing the strategic operations of all DMH companies, including the laboratory that he founded. He steps into this role with over a decade working for some of the largest medical distribution companies, including McKesson, specializing in laboratory equipment and supplies.

"I am more than happy to have Adam join Diversified Medical Healthcare and work alongside him in expanding Dynasty Medical Laboratory Services," said Kevin Murdock, CEO of DMH. "Acquiring this laboratory will help us to seamlessly expand our laboratory services footprint into the western states, which couldn't have been done without the foundation that Adam built."

## Consumer sentiment shows modest increase

Utah's consumer sentiment rose by 1.9 points from January to February, increasing to 78.8, according to the Kem C. Gardner Policy Institute's Utah Consumer Sentiment Survey.

While the overall outlook increased, certain groups reported mixed views. Sentiment increased among college graduates and households making less than \$100,000 in annual income but fell for those without degrees and households making \$100,000 or more. All age groups had favorable

views and it was particularly high for those under 25 and over 55.

"This is the second consecutive month where Utah's index rose while national sentiment declined," said Joshua Spolskoff, senior research economist at the Gardner Institute. "While Americans feel pressed by concerns around inflation, interest rate hikes, and general uncertainty, Utah's economy, which remains one of the strongest in the nation, is bolstering sentiment for Utahns."

The University of Michigan's index sentiment among all Americans again fell over the past month, dipping 4.4 points to 62.8. This decade-low was primarily driven by concerns around inflation — especially among households with incomes of \$100,000 or more.

The Utah Consumer Sentiment Survey uses comparable questions to the University of Michigan's Survey of Consumers. These questions measure residents' views of present and future economic conditions.

## UofU, SLCC now partners in Amazon career program

The University of Utah and Salt Lake Community College have been selected by Amazon as partners in its Career Choice Program. The program gives hourly frontline Amazon employees access to associate degree programs, industry certifications for in-demand jobs and foundational skills such as ESL proficiency certifications.

"We are always looking for new ways to improve access to a degree at the U," said Steve Robinson, senior associate vice president for enrollment management at the university. "Amazon is a

major employer in the Salt Lake Valley and this partnership provides a great opportunity for its employees to attend the state's flagship institution and a top research university."

"We are truly excited to be the preferred educational provider for Amazon employees in the Salt Lake Valley," said Ryan Farley, associate vice president for enrollment management at SLCC. "Salt Lake Community College's flexible class schedules, convenience and affordability all make for a perfect fit for Amazon employees looking to

expand their career options and take advantage of the incredible benefits Career Choice provides them."

Amazon's Career Choice program is an education benefit that empowers employees to learn new skills for career success at Amazon or elsewhere. The program meets individual learners where they are on their education journey through a variety of education and upskilling opportunities, including full college tuition, industry certifications designed to lead to in-demand jobs, high school diplomas and GEDs.

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## Purple names DeMartini CEO

Purple Innovation Inc., a Lehi manufacturer of sleep products, including the Purple No Pressure Mattress, has announced that its board of directors has appointed Robert DeMartini as CEO. DeMartini was appointed acting CEO in December.

"I am very excited to be leading Purple during this important period in the company's history," said DeMartini. "Purple has established itself as a differentiated premium mattress brand through proprietary comfort technologies that provide consumers with a superior sleeping experience. Following several years of hyper-growth and increased investments to support current and future expansion, we are now focusing on rightsizing our operations, improving our execution and refining our strategies to drive profitable growth in the current market environment. This work is already underway and we are making good progress but we are still in the early stages of building the framework for strong operational maturity and accountability."

"We are very pleased to have Rob as our permanent CEO," said Paul Zepf, chairman of the Purple board. "Our search process was exhaustive, and Rob's experience, leadership and focus on execution made him the obvious choice to lead Purple to its next phase of success. His demonstrated leadership in developing our go-forward execution-oriented strategy over the past couple of months allows the company to move forward quickly."

## Aceto acquires Biotron Labs

Salt Lake City-based Biotron Laboratories and its Centerville and Ogden manufacturing facilities that operate as Talus Mineral Co. have been acquired by Aceto. Biotron manufactures and supplies specialty minerals and nutritional ingredients to the nutritional supplements industry.

Based in Port Washington, New York, Aceto is a supplier of life sciences and advanced technology specialty ingredients. With business operations in 10 countries, Aceto manufactures and supplies more than 3,000 chemical compounds used principally by the pharmaceutical, nutraceutical, agricultural and specialty chemical industries. The acquisition is the company's seventh in the past two years.

For more than 40 years, Biotron has manufactured premium specialty minerals, trace elements and other solutions for the nutri-

tional supplements industry. It is known for its proprietary technology for producing mineral chelates, which are widely used in nutritional supplements.

"At Biotron we are very proud of what our team has accomplished over the past 40 years. Our scientist-founder, my father, imbued Biotron with a passion for science and quality that has characterized the company throughout our decades of growth," said Gameil T. Fouad, president of Biotron. "Aceto shares these principles and joining forces is the logical next step in enabling the continued growth and evolution of our business."

CEO of Talus Mineral Co., Dave Johnson, added, "As part of the Aceto family, we are excited to bring our unique capabilities to serve more clients globally as well as continuing to deepen our relationships with existing customers and suppliers."

## Domo announces leadership transition

Domo Inc. has announced a major leadership transition, effective immediately. John Mellor, Domo's chief strategy officer since 2019, has been named CEO and a member of the board of directors. Meanwhile, Catherine Wong, the company's chief product officer and executive vice president of engineering since 2013, has been named chief operating officer.

Domo is an American Fork-based cloud platform that provides solutions such as data integration and business intelligence for sectors such as retail, manufacturing and media.

Domo founder Josh James has stepped down as the company's CEO, chairman and as a director. He founded Domo in 2010 saying his mission was the transforming business by "putting data to work for everyone." The company has grown significantly since that time. For the fourth quarter of fiscal year 2022, Domo had record billings of \$108 million, an increase of 30 percent from the same quarter the year before.

Domo also announced that the board of directors has elected Carine Clark as executive chair and appointed John Pestana as a new independent director. Clark has been a director since March 2019 and has served as a member of the Audit Committee and as chairperson of the Compensation Committee. She previously served as president and CEO at Banyan, a SaaS company, and is currently a partner at Pelion Venture Partners. Previously, she held leadership positions in software, market research and marketing companies. Pestana is an entrepreneur, co-founder and CEO of ObservePoint. He was also a co-founder of Omniture, which was acquired by Adobe in 2009. With Pestana's appointment, the size of the board

will increase from seven to eight members.

"I joined Domo because of its incredible team, outstanding technology and highly engaged customer base," said Mellor. "As CEO, I'm committed to continuing our growth and industry leadership through our ongoing innovation for customers, a disciplined go-to-market strategy and building on a culture of high-performance and inclusivity. I'm especially pleased that Catherine has been promoted to COO and am grateful for the continued support and contributions of Domo's entire leadership team, who have helped Domo deliver significant value to our shareholders."

"I am excited to become Domo's executive chair and look forward to working closely with John and Catherine in their new roles. Both appointments are a natural progression for these respected and talented executives, who have each held senior leadership roles at Domo and Adobe," said Clark. "We are confident that John possesses the experience and expertise to lead our team in the next chapter of growth and innovation. Since joining Domo from Adobe in 2013, Catherine has added extensive technology and engineering management experience to Domo's seasoned leadership team. As COO, she will be further empowered to guide Domo on an accelerated path forward."

"We recruited John Mellor to the company nearly three years ago because of his leadership attributes and deep industry experience," said James. "I'm very excited for Domo's future under his stewardship. I have an aligned and substantial interest in Domo doing well, and I'll continue to be its biggest cheerleader. I look forward to seeing the next generation of management take Domo's performance to the next level."

Mellor has more than 25 years of experience in the tech industry. Since 2019, he has been responsible for shaping Domo's corporate strategy, positioning and marketing. Prior to Domo, he was vice president for strategy and business operations for Adobe's Digital Experience business unit, while the business grew from \$300 million to nearly \$3 billion in annual revenue. He joined Adobe through its acquisition of Omniture. He holds both a B.S. degree in mechanical engineering and an MBA from Brigham Young University.

Prior to Domo, Wong held a number of key global leadership roles at Adobe and Omniture across product, M&A and engineering. Wong currently serves as a director on the board of Amplitude. She holds a B.S. degree in computer science from BYU.

Before Banyan, Clark served as president and CEO for Allegiance Software until it was acquired by Maritz Market Research and became MaritzCX in December 2014. She is a member of the board of Focus Universal and a number of private companies, as well as community groups and serves on the executive boards of the Utah Governor's Office of Economic Opportunity and Silicon Slopes. Carine holds a B.A. in organizational communications and an MBA from BYU.

Pestana has over 20 years of experience in SaaS software development and digital data and analytics. He currently serves as the CEO of ObservePoint, a data governance company. Prior to ObservePoint, he was the co-founder of Omniture, which developed from a student-run business to a worldwide, publicly traded company in 2006 before the company was acquired by Adobe in 2009.

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# Industry Briefs

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

## ASSOCIATIONS

• **Clint Morris** has been named chairman of the **Utah Manufacturers Association** board of directors. He is senior vice president of marketing for **Lifetime Products, Clearfield**. Morris has been a board member and executive board member for nearly seven years.



Clint Morris

## BANKING

• **Crew's Investment Bank**, Salt Lake City, has hired **Morgan Edwards** and **Paul Leck** as capital markets specialists. Edwards resides in Connecticut, adding to the New York metro-area office,



Morgan Edwards



Paul Leck

while Leck lives in Utah and will work out of Crewe's Salt Lake City headquarters. Leck joins as senior vice president of capital markets, having accumulated more than a decade of experience in the industry, including roles at Credit Suisse and Macquarie where he worked with technology, media, telecom, metals and mining, and aerospace and defense companies through all phases of growth. Edwards takes on the role of managing director and head of debt capital markets. He has 25 years of industry experience, including posts at Morgan Stanley, Bear Stearns and Macquarie. His background includes deal structuring and restructuring, as well as negotiating and syndication.

## COMMUNICATIONS

• The **Utah Broadband Center**, part of the Governor's Office of Economic Opportunity, has launched a statewide Internet speed test campaign for Utahns to report their Internet speed at home, work or wherever they connect. In partnership with **GeoPartners**, a geospatial engineering firm, data from the Utah Internet Speed Test campaign will be mapped and used to identify areas of low or no access to high-speed Internet. The Utah Broadband Center will

use this data to guide resources to projects that increase access to high-speed Internet for all Utahns and augment the state's knowledge of Internet availability across Utah. Utahns are encouraged to go to [speedtest.utah.gov](http://speedtest.utah.gov) to report their Internet speed. Individuals can also identify areas with low or no service, or where access to the Internet is unaffordable within this test and survey. Individuals without Internet access can call the hotline at 1-435-777-TEST (8378) to report why they don't have access.

• **WeLink**, a Lehi-based fixed wireless broadband provider, has hired **John Paul Farmer** as chief innovation officer and president of **WeLink Cities**. In addition to his leadership roles at WeLink, Farmer serves as a fellow of the University of Pennsylvania's Institute for Urban Research. Farmer joins WeLink after serving as the chief technology officer of New York City since June 2019. Farmer has served in public- and private-sector leadership roles, including senior advisor for innovation in the White House under Pres. Barack Obama and director of technology and civic innovation at Microsoft. He also played professional baseball in the minor leagues.



John Paul Farmer

## CONSTRUCTION

• **HNTB Corp.**, an employee-owned engineering and architecture firm, has named **Catherine Curtis** as Northwest Division sales officer and associate vice president. Based in the company's Salt Lake City office, she will oversee client infrastructure needs in the division, which comprises an eight-state region. Curtis has 20 years



Catherine Curtis

of civil infrastructure experience, including development and implementation of sales and growth strategies for surface transportation, transit, rail and aviation sectors throughout the U.S. She previously was director of strategy and business development for a 600-person civil engineering firm. Prior to transitioning to corporate roles, Curtis led marketing efforts at a national level for alternative delivery pursuits and, prior to that, led Utah marketing efforts to capture environmental, planning, design, construction management and design-build projects for the Utah Department

of Transportation, Utah Transit Authority and local municipality clients.

• **Sundt Construction Inc.**, an Arizona-based general contractor, has hired **Keenan Driscoll** as chief financial officer. He will support executive leadership in driving business performance with short-term and long-term business decisions regarding asset and liability management, risk management and effective internal controls. He will also join the Sundt Cos. board of directors. Driscoll joins Sundt after more than 11 years with AECOM, serving as the company's global treasurer as well as the chief finance and operations officer for the Americas, with responsibility for financial planning, controllership, project accounting, support services, procurement and real estate. Prior to joining AECOM, Driscoll spent 10 years working in investment banking. He began his career in the construction industry as a project engineer after graduating from college.



Keenan Driscoll



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## CONTESTS

• Submissions are being accepted through March 25 for **BoomStartup Accelerator's** open and global business pitch competition, called **PitchUp Three**. The competition is for companies that are improving the future by applying technology-based innovations to solve some of our world's greatest problems. Participating founders will learn how to collect and structure their business and innovation ideas into a business plan, a product demo video, and into a pitch presentation, with the BoomStart mentor community

available as resources. Finalists will be announced April 8, with a live final event scheduled for April 15. Categories are Climate & Sustainability, Education & Intelligence, Health & Wellness, Logistics & Transportation, Enterprise Solutions, Finance and Digital Toolkits. The winner of each category will receive \$5,000 value in business services from BoomStartup and the sponsors, plus \$1,000 in cash. One finalist who intends to penetrate the Taiwanese market will be selected to participate in the Taiwan Startup Terrace Virtual Landing Program to provide a gateway to the Asian market. Details are at <https://boomstartup.com/pitchup/>.

## DIRECT SALES

• **Young Living**, a Lehi-provider of essential oils, has promoted **Hsueh-Kung Lin** to chief scientist. Lin will be responsible for leading the strategy within the research and development team. His career includes serving as an instructor and research assistant professor at the University of Pennsylvania School of Medicine



Hsueh-Kung Lin

and Washington University in St. Louis School of Medicine, and serving as a tenured professor at the University of Oklahoma Health Sciences Center, which he maintained until his retirement from the university in 2018. In 2007, Lin expanded his research topics to include essential oils and natural products and published scientific papers on frankincense. He was chairman of the board for the Association for the International Research of Aromatic Science and Education (AIRASE) and a scientific advisor for Young Living.

## ECONOMIC DEVELOPMENT

• Five communities have joined the **Economic Development Corporation of Utah's Development Ready Communities** program, which helps public-sector counties and municipalities in their economic development efforts to attract and grow competitive, high-value companies and foster the expansion of local businesses. The five join 14 other previously recognized communities in the certification program. The five are **Cache County, Layton City, Ogden City, Spanish Fork City** and **Tooele City**. To become Development Ready-certified, economic development professionals must complete a five-stage program.

## ECONOMIC INDICATORS

• **Utah** is ranked No. 16 on a list of "2022's Best States To Live In," compiled by market research company **TOP Data**. It analyzed 76 metrics organized into eight key indicators of satisfaction and happiness. Utah was ranked No. 6 for both economy and job opportunity, No. 13 for infrastructure, No. 25 for crime and safety, No. 26 for healthcare, No. 27 for affordability, and No. 28 for both education and quality of life. Wyoming was the top-ranked state. Louisiana was No. 50. Details are at <https://topagency.com/report/best-worst-states/>.

• **Utah** is ranked No. 23 on a list of "2022's Most Educated States in America," compiled by scholarship website **Scholaroo**. It compared educational attainment levels and the quality of schools in all 50 states. The data set contained 19 metrics ranging from the share of college graduates to the share of vocational school graduates to literacy and numeracy rates. Utah ranked No. 28 for educational attainment and No. 19 for school quality. It also was No. 25 for the best school system in America, No. 5 for literacy rate, No. 7 for numeracy rate, and No. 23 for the share of bachelor degrees. Topping the overall list was Massachusetts. Oklahoma was bottom-ranked. Details are at <https://scholaroo.com/most-least-educated-states/>.

## EDUCATION/TRAINING

• **Granite School District** has partnered with business leaders in the Salt Lake area to launch the **CEO (Creating Entrepreneurial Opportunities) Program** to give high school seniors the opportunity and skills to create businesses of their own. Each student will be paired with a local business leader that will act as a mentor in helping them start their own business. Class time will be dedicated to planning and creating a real, functioning business. Students also will visit more than 30 local businesses throughout the year, hear from dozens of guest speakers that are business leaders in the community, and work together on a class-centered business to learn the skills necessary to run their own business. At the conclusion of the year, students will sell their own product or service at an annual tradeshow that showcases student-owned businesses. The Midland Institute for Entrepreneurship created the CEO program in 2008. There are 64 programs in seven states, this being the first of its



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kind in Utah. Twenty students will participate in the program, set to begin this fall. Details are at [www.GraniteCEO.com](http://www.GraniteCEO.com).

## GOVERNMENT

• **The Utah Main Street Program** Advisory Committee has named seven designated Tier Two communities to receive **Downtown Enhancement Grant** awards totaling \$190,000. The grants help communities revitalize their economy, appearance and downtown commercial districts. The seven communities are **Brigham City, Cedar City, Helper, Mount Pleasant, Ogden, Price and Tooele**. The communities will join or are already members of the National Main Street America organization. Priority projects highlighted in the applications include establishing community main street groups, identifying downtown revitalization priorities, facade grants for downtown businesses and buildings, wayfinding signage, information kiosks, lighting and other community-building projects. The program's matching grant supports local initiatives and maximizes locally provided funds and in-kind contributions focused on downtown revitalization.

• **Utah** has been allocated more than \$2.8 million from the **U.S. Department of the Interior** for **abandoned mine land reclamation** efforts in fiscal year 2022. It is part of \$144 million available for states and tribes. It is in addition to the \$725 million fiscal 2022 investment from Pres. Biden's Bipartisan Infrastructure Law to accelerate cleaning up abandoned mine lands across the country announced in February.

## HEALTHCARE

• **ARUP Laboratories**, a Salt Lake City-based national reference laboratory and a non-profit enterprise of the University of Utah and its Department of Pathology, has renamed its team of healthcare consultants as **ARUP Healthcare Advisory Services**. It previously was known as Consultative Services. ARUP said the change "better reflects the broad service offerings the team can provide to both ARUP's clients and prospective clients, including lab stewardship, revenue cycle and quality management, lab operations and business strategy solutions, and more." The team includes 15 consultants.

## INSURANCE

• **LGAA LLC**, A Cedar City-based company focused on insurance agents, brokers and service, and some its affiliated agencies (collectively **Leavitt**) are notifying certain people of a security incident that may impact the privacy of a limited amount of personal information. Leavitt said it is unaware of any misuse of individual information but is providing notice to potentially affected people so they may take steps to protect themselves if they feel it is appropriate. In March 2021, LGAA's data center learned of possible unauthorized access to some of the data stored on its systems. A subsequent investigation determined that certain data relating to some of Leavitt's employees, clients and/or plan participants might have been accessed by someone without authorization between approximately Feb. 16 and March 18, 2021. The types of personal information potentially impacted varies by individual. Details are at <https://response.idx.us/lgaa>.

## INVESTMENTS

• **IFIT Health & Fitness**, a Logan-based global fitness and well-being subscription technology company, has announced a \$355 million capital raise led by **L Catterton**. The company said the funds will enable more focus and investment in growing iFIT's leading brands, content library and product offerings to enhance the member experience. At the same time, the company said, it will also invest in efficiency measures to increase profitability for reinvestment. IFIT has over 7.3 million total members across more than 120 countries. IFIT said it also has amicably resolved its outstanding litigation matter with one of its shareholders.

• **Atomic**, a Salt Lake City-based provider of payroll connectivity solutions, has raised \$40 million in Series B funding. The round was co-led by **Mercato Partners** and **Greylock**, with participation from **Core Innovation Capital, Portage** and **ATX Venture Partners**. The funding follows a Series A round of \$22 million announced last October. The company said it will use the Series B proceeds to advance its vision of enabling consumers with limited access to financial services "to invest, save and build wealth by unlocking the power of their paychecks."

• **Red Door Capital Partners LLC**, a Salt Lake City-based independent private equity firm, has announced it was part of a syndication group for the

seed financing of **Greenscreens.ai**, a technology company in the logistic and supply chain management industry. The amount was not disclosed. The financing was led by **Tiger Global**, with participation from **Flyer One Ventures, Cambridge Capital, Navigate Ventures, Jones Capital, Red Door Capital, Overton Venture Capital, Operator Stack Fund** and **Refashiond Ventures**. **Greenscreens.ai** is a dynamic pricing infrastructure for the truck-load spot rate market that delivers buy- and sell-side market intelligence and business insights to help freight brokers and 3PLs grow and protect margins.

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## LAW

• **Buchalter** has hired six attorneys for its Salt Lake City office, including **Lance Lehnhof** as shareholder, plus **Karl Israelsen** and **Trevor Fugate**. Lehnhof advises clients on corporate and transactional matters, including mergers and acquisitions, equity and debt financings, strategic ventures and transactions and general corporate law matters



Lance Lehnhof



Trevor Fugate

facing companies ranging from startups to seasoned industry leaders. His education includes a bachelor's degree in international studies and his J.D., both from Brigham Young University. Israelsen, who will work out of both the Salt Lake City and Los Angeles offices, counsels clients on venture capital and angel financings, mergers and acquisitions, fund formation, private equity transaction, public offerings, SEC reporting, business formation, and corporate gover-

nance. Israelsen is an adjunct professor of economics and finance at the Utah State University. Fugate focuses on assisting with corporate and transactional matters.

• **Mayer Brown** has hired **Scott Young** for the firm's Salt Lake City office as a partner in its Technology & IP Transactions and Emerging Companies & Venture Capital practice groups. Young also is part of the firm's Global Technology and Life Sciences Industry groups. His practice



Scott Young

focuses on the development and commercialization of technology and the marketing and distribution of products and services. Young has over 25 years of experience representing clients in hundreds of technology-related transactions. His also has experience working with companies in the software, SaaS, medical device, healthcare and energy industries. He also advises emerging company clients in connection with mergers and acquisitions and venture capital and angel financing transactions. His education includes a BA in international and area studies from Brigham Young University and a BA in physics from the University of Utah.

## LOGISTICS

• The **Utah Inland Port Authority**, a multimodal logistics agency with a regional approach to increase utilization and expand access for commerce throughout Utah, has hired **Mona Smith** as an environmental engineer to support the port's environmental compliance program. Smith will help implement environmentally sustainable practices that reduce risk and positively impact the quality of life for Utahns. She has over four years' experience supporting environmental and remediation



Mona Smith

and revitalization projects. She has worked with clients of the federal government across the U.S., including the U.S. Army Corps of Engineers in Alaska and the U.S. Environmental Protection Agency in Illinois.

## MEDIA/MARKETING

• **Stage Marketing**, a Provo-based digital and experiential marketing agency, has promoted **Latham Nelson** to chief experience officer. Nelson joined Stage Marketing in 2019 after a career at an entertainment PR firm in



Latham Nelson

Los Angeles. At Stage, he has served as vice president of client services. Nelson also worked 10 years in the health marketing field.

## PARTNERSHIPS

• The **Utah Jazz** and **CoinZoom**, a U.S.-based cryptocurrency exchange and leading fintech company, have announced a partnership naming CoinZoom as the official cryptocurrency platform and NFT marketplace for the Jazz. With CoinZoom as the exclusive provider, the Jazz will list all its NFTs on the CoinZoom NFT marketplace. The partnership will enable Jazz fans to scan a QR code at their Vivint Arena seats and get the latest Jazz NFT drops with their CoinZoom app. Jazz fans will be able to purchase the latest Jazz NFTs with a myriad of payment options, including credit cards, wires, ACH, direct deposits, and more than 40 other cryptocurrencies. CoinZoom will receive prominent signage in the arena and be featured on the Jazz app, social media, merchandise, trivia contests, crypto giveaways and radio spots.

• **DoTerra**, Pleasant Grove, and the **University of Mississippi National Center for Natural Products Research**, based in the UM School of Pharmacy, have signed a five-year partnership that will focus on establishing quality standards for the essential oil industry. As part of the partnership, NCNPR will study the chemometrics, pharmacokinetics, pharmacodynamics and metabolomics of essential oils. DoTerra and NCNPR expect the research will result in multiple peer-reviewed, published studies that will serve the broader essential oils and scientific communities.

## PHILANTHROPY

• The **Larry H. Miller Co.** and the **Larry H. & Gail Miller Family Foundation** recently held a "Driven to Assist" cash and donation drive to benefit refugees fleeing Ukraine. Monetary donations were made to the **Community Foundation of Utah** through **LHM.com** were matched up to \$2 million, with contributions from the **Larry H. & Gail Miller Family Foundation, Todd and Andie Pedersen Family, Ryan and Ashley**

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Smith, Clark and Christine Ivory Foundation, Kem and Carolyn Gardner Family, the Huntsman Family Foundation, Jeremy and Kristin Andrus Family Foundation, Ron and Janet Jibson Family Foundation, Bert and Lynn Zimmerli Family Foundation, Zions Bank, Larry H. Miller Co. employees, and other anonymous donors. **Intermountain Healthcare** joined the effort by preparing to airlift donated goods to bordering countries to aid refugees fleeing Ukraine in the coming months. **CFU** will distribute donated funds to trusted organizations on the ground.

• **Ultradent Products Inc.**, a South Jordan-based developer and manufacturer of high-tech dental materials, devices and instruments, has donated 10 percent of its U.S. sales on March 3 to **USA for UNHCR** as a way of supporting Ukrainian refugees.

## REAL ESTATE

• **Brixton Capital** has purchased the **Dillard's building and parcel** located at Brixton's Provo Towne Centre in Provo from Arkansas-based **Dillard's** for an undisclosed sum. **Dillard's** will relocate its store. **Brixton Capital** said it is in advanced negotiations to re-lease most of the property to a national retailer. Renovation of the 206,240-square-foot, two-story building for a new retailer will begin this summer. It expects the new store to open within the next two years, once the renovation of the building is complete. **Brixton Capital** has owned Provo Towne Centre since 2016.

• **Colliers**, Salt Lake City, has hired **Brandon Goodman** as executive vice president and **Nate Monson** as vice president. Both previously worked at **Mountain West Real Estate**. They specialize in the investment and divestment of retail shopping centers, with over \$500 million in sold properties since 2019. They also provide brokerage strategy for industrial, multifamily, office and mobile home properties.

• **Evergreen Devco Inc.**,

a retail, multifamily and industrial development company with an office in Kaysville, has hired **Jeremy Carver** as vice president of Utah multifamily. He will lead the company's Utah multifamily development



Jeremy Carver

and value-add pursuits. Carver has been in the commercial real estate industry for more than 20 years, and has developed and acquired multifamily communities across the U.S. and internationally. He also has experience in structuring joint ventures and in the financial underwriting of complex real estate transactions. He graduated from Brigham Young University.

• **Sagebrush Homes at Ephraim Crossing** has announced its new construction team: Ephraim-based **Todd Alder Construction**. Alder will oversee the management and construction of 50 home sites with four currently under construction, and home sales managed by Ephraim native Tiffany Alder underway. Construction financing, home loans and title services also are being facilitated locally. **Todd Alder Construction** has provided all pre-development services for **Sagebrush Homes**, including streets, sidewalks, water and sewer. The project's construction financing was completed by **Casey Dyreng** of **State Bank of Southern Utah**, and home loans are being facilitated by **Kristofer Jorgensen** of **Security National Mortgage Co.**'s Ephraim office. Title services are being offered through **Central Utah Title**.

• **The St. Regis Deer Valley** has announced the \$37 million sellout of the first phase of **The Residences at The St. Regis Deer Valley/Snow Park**. The Residences is a 55,000-square-foot, five-story building at the base of Deer Valley Resort. The first phase features nine residences. A new upscale restaurant is planned to open in The Residences later this year. The Astor Bar is open on the first level of The Residences. The main resort building has several restaurant options. The second phase of The Snow Park Residences, currently planned for completion in 2024, will include 12 residences in a new five-story property. The Residences is owned by **SRDV Partners LLC**, a partnership between **Deer Crest Associates LLC** and **Falcon SRDV Investors LLC**.

• **Veritas Funding**, a Midvale-based mortgage lender, has promoted **Tom Gledhill** to vice president of sales. He is tasked with the continued growth of sales and



Tom Gledhill

recruitment for the lender. Gledhill previously was the company's regional manager. Gledhill has over 25 years of experience.

• **IHP Capital Partners**, a real estate investment firm, and homebuilder **Fieldstone Homes** have announced a joint venture in the acquisition of 63 large single-family lots in Saratoga Springs for the development of a new community named **Alpine Springs**. Northeast of Foothill Boulevard and Pony Express Parkway, the community will offer one- and two-story homes of varying sizes and floorplans. Groundbreaking is scheduled for early 2022, with presales beginning in the second quarter. Model homes and a grand opening are expected in the fourth quarter, with project completion expected in 2024. The joint venture acquired the community's 21-acre project site from **Alpine School District**. Terms of the transaction are not disclosed. **Alpine Springs** is the seventh new community **Fieldstone** and **IHP** are building together since 2020.

## RECOGNITIONS

• **Impartner**, a Salt Lake City-based company focused on SaaS-based channel management and partner relationship management (PRM), has been

named a winner in the **2022 BIG Innovation Awards**, presented by the **Business Intelligence Group**. The company was recognized for its recently released **Impartner PX PartnerExperience**, a PRM interface. Organizations worldwide submitted their recent innovations for consideration in the **BIG Innovation Awards**. Nominations were then judged by a group of business leaders and executives.

• **England Logistics**, a Salt Lake City-based freight brokerage firm, has been ranked No. 33 on **Training** magazine's **2022 APEX Awards** list. The award was formerly known as the **Training Top 100** award. This is the fifth consecutive year **England Logistics** has received this honor, climbing in the rankings each year. The **APEX Awards** rank organizations based on employer-sponsored training and development programs.

## RECREATION

• **Snowbasin**, Huntsville, and **Sun Valley** in Idaho have been added as destinations for both the **Ikon Pass** and **The Mountain Collective** for the 2022-23 winter season. **Ikon Pass** holders have access to 50 global destinations. The **Mountain Collective Pass** boasts two days at each of the collective's destinations, for a total of

44 days of access, and 50 percent off all additional days without any blackout dates.

• **Deer Valley Resort** has announced plans to invest \$20 million in renovations for 2022 and beyond. The investment will fund a new **Burns Express** chairlift to provide expanded access to beginner terrain, a reimagined **Snow Park** base area, new mountain bike trails, and additional investments throughout the resort to maintain the guest experience.

## RESTAURANTS

• **Famous Dave's**, a Minnesota-based barbecue franchise, has opened its first drive-through location at 2435 S. State St., South Salt Lake. **Famous Dave's** has 134 restaurants nationwide. The drive-through restaurant is a former **KFC** location and will be operated by franchise partners **Olympic BBQ**, an **Ascend Hospitality Group (AHG)** company, which operates six other **Famous Dave's** locations, two of which are in Utah.

## SCHOLARSHIPS

• **Western Governors University** and the **Alpine School District** have presented the first "Pathway to Become a Teacher" Scholarship to **Tristan Chile**. A paraeducator at **Barratt Elementary School**, **Chile** is pursuing a Master of Arts in Teaching, Elementary Education, after seeing a poster in the faculty lounge promoting the scholarship. The partnership between **WGU** and **Alpine School District** encourages faculty and staff to pursue high-quality, respected credentials through the online, nonprofit university. Nine additional **Alpine** employees will be selected to receive this award to be applied to an approved, **WGU** bachelor's or master's degree program. Additionally, **Alpine** employees are eligible to apply for the \$2,500 **WGU K-12 Partner Scholarship**.

## SERVICES

• **You Move Me**, a local moving company, has opened a location in Salt Lake City. **Nanumi Lolohea** is general manager and **Scott Vilayphone** is operations manager. **Lolohea** originally joined the **You Move Me** Kansas City location in 2021. **You Move Me** has 21 independently owned and operated franchise locations across the U.S. and Canada.



Brandon Goodman



Nate Monson

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# Succeeding in Your Business

## *So you think you formed a company*

"I've been in business with a friend for three years now — at least I *thought* I was in business with him. We set up a limited liability company (LLC) for this business three years ago and hired an attorney, who sent us a whole bunch of legal documents. We signed everything in the places he indicated and kept them in a safe place. Our accountant has filed tax returns for the LLC each of the last three years. Now we're applying for a bank loan and the bank is telling us that the LLC was never formed, even though we showed him all our paperwork. Did our attorney commit malpractice?"



In order to form an LLC, you are required to file a document (called "Articles of Organization" in most states) with your state secretary of state's office. This document probably was included in the attorney's LLC package, and you signed it along with the rest. But either the attorney neglected to tell you it had to be filed with the

secretary of state's office or, more likely, you neglected to read the attorney's cover letter in which he instructed you to sign everything but then return the documents to him for processing.

In the former situation, you might have a case for malpractice against this attorney. In the latter situation, you clearly don't, although the attorney should have followed up with you by phone or email to remind you to return the signed documents to him.

What you need to do now is file the Articles of Organization with your state secretary of state's office and seek a waiver of any penalties your state imposes for filing it three years late. The fact that you have been paying all state and local taxes for the past three years will help you a great deal, and they probably will be lenient. If your attorney did make a mistake here by not telling you the Articles needed to be filed, any penalties should come out of

his pocket.

"We are setting up a joint venture with another company for an Internet business. The other company is listed on its website as a Delaware corporation, but our attorney says he can't find any information, either in Delaware or in our own state, to show that the other company is actually incorporated. Complicating the picture is the fact that this company will be outsourcing some of the website development work to an affiliated company overseas. Are we dealing with a 'fly by night' operation here?"

What this company clearly INTENDED to do was to set up a U.S.-based corporation to act as a sales office for its overseas operations. This generally is a wise thing for foreign companies to do as it limits their legal liability as well as their tax exposure here in the U.S. Delaware is a logical, and very popular, choice for this type of company.

There are a number of possible explanations for your attorney's inability to find this company on Delaware's corporations

database (<http://corp.delaware.gov/onlinestatus.shtml>).

He may not have searched under the exactly correct name. These databases can be very sensitive if, for example, the company name has the word "and" in it, and you type the ampersand instead in the search dialog box, the name will show up as not being registered.

The company may have used one of the many "form your own corporation in Delaware for just \$50" web-based services to incorporate in Delaware and then not followed up on the paperwork.

The company may have been incorporated in Delaware several years ago but then failed to file its annual "franchise tax" there (this is an annual tax for the privilege of incorporating a business). If you fail to do this for a couple of years in a row, Delaware dissolves your corporation so it won't show up on the corporations register.

Clearly, this company will need to speak to its own attorney to find out what happened here. Your attorney can't help them as it would be a conflict of interest


for him.

What is more disturbing (at least to me) is that you can't find the company listed on your own state's corporations register. Whenever any corporation or LLC has a place of business in another state, it is required to pay taxes in that state and register with that state's secretary of state's office as a "foreign" corporation or LLC. Clearly, this company hasn't done that and could be exposed to significant legal penalties and fines for failing to do so. (See my answer to the previous question.)

The mere fact that it is entering into a joint venture with your company may well give it a legal nexus in your state, and if it hasn't already registered there, it will need to do so now. You should insist that this be done before you sign the joint venture agreement.

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


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# Calendar

Calendar listings are provided as a free service to our readers. Information about upcoming events may be sent to [brice@slenterprise.com](mailto:brice@slenterprise.com). The submission deadline is one week before publication. Because of COVID issues, events may be postponed or canceled. Contact the event organizers to determine whether events will take place.

## March 14-16

**Utah Recreation & Parks Association Annual Conference.** Theme is "Our Comeback is Stronger than Our Setback." Location is Dixie Convention Center, 1835 S. Convention Center Drive, St. George. Details are at <https://www.urpa.org/calendar.html>.

## March 15, 22 and 29

**"Key Business Skills: Launch Your Business" Series,** a Women's Business Center of Utah three-part event. Part 1 is "Courage in Business" on March 15, featuring six key steps to confidently launching a business on solid ground. Part 2 is "Branding, Marketing and Online Presence" on March 22, covering the first three steps of getting a business ready to take off. Part 3 is "Finance, Systems and Collaboration" on March 29, exploring three steps of getting a business on solid ground. Presenter is Kara Laws of Launched. Events take place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

## March 15, 8:30-11 a.m.

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

## March 15, 9 a.m.-noon

**"Culture That Attracts Talent,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

## March 15, 11 a.m.-1 p.m.

**"Women's Equality in Utah: Why Utah is Ranked as the Worst State and What Can Be Done,"** a Business Women's Forum event. Speaker Susan Madsen will discuss results of a white paper that analyzed a WalletHub report titled "2021's Best & Worst States for Women's Equality." Location is Hilton Garden Inn Salt Lake City Downtown, 250 W. 600 S., Salt

Lake City. Cost is \$30 for members, \$40 for nonmembers. Details are at [slchamber.com](http://slchamber.com).

## March 15, 11:25 a.m.-1 p.m.

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

## March 15, 11:30 a.m.

**"Navigating Differences in the Workplace,"** a ChamberWest Professional Development Series event. Speaker Chris Redgrave, generational differences expert and professional speaker, will discuss generations, cultural characteristics and trends currently affecting the workplace. Location is TownePlace Marriott West Valley City, 5373 W. High Market Drive, West Valley City. Cost is \$35. Details are at [chamberwest.com](http://chamberwest.com) or (801) 977-8755.

## March 15, noon-1 p.m.

**Local First Collab,** a Utah Black Chamber of Commerce event. Location is The Shop, 350 E. 400 S., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

## March 15, 5-6 p.m.

**Corporate Tour,** a Utah Black Chamber of Commerce event. Location is Zions Bank, 1 S. Main St., Salt Lake City. Details are at [utahblackchamber.com](http://utahblackchamber.com).

## March 16-18

**13th Annual Sustainability Summit,** hosted by Weber State University. Theme is "Reshaping the Future," with participants exploring ways to help solve climate challenges. Event features two keynote presentations, more than 50 speakers, a student poster competition, ecologically focused art and workshops. Main summit day is March 17, featuring two keynote speakers: science fiction writer Kim Stanley Robinson, and Utah State University physics professor Robert Davies. Event takes place online. Details and pricing information are at [weber.edu/issummit](http://weber.edu/issummit).

## March 16, 7:15-9 a.m.

**2022 Partners in Education Appreciation Breakfast,** hosted by the Ogden-Weber Chamber of Commerce and its Partners in Education sponsors. Location is Ogden Eccles Convention Center, 2415 Washington Blvd., Ogden. Free. Details are at [ogdenweberchamber.com](http://ogdenweberchamber.com).

## March 16, 8 a.m.-4 p.m.

**"Business Writing,"** part of the Salt Lake Community College Frontline Leader Workshop Series. Participants will consider critical writing skills to achieve clarity, organization, readability and accuracy in business messaging. Location is SLCC's Westpointe Campus, 1060 N. Flyer Way, Salt Lake City. Cost is \$250. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

## March 16, noon-1 p.m.

**BBSI-OSHA Workshop,** featuring information about OSHA worries and how to better prepare to avoid the OSHA radar, or how to handle the situation when they show up. Location is BBSI, 257 E. 200 S., Suite 100, Salt Lake City. Free. Registration can be completed at [Eventbrite.com](http://Eventbrite.com).

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

**"WBCUtah Mastermind,"** a Women's Business Center of Utah event. Host is Jeanie Cisco-Meth. Event takes place online (available statewide). Free. Details are at [wbcutah.org](http://wbcutah.org).

## March 16, 11:30 a.m.-1 p.m.

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

## March 16, noon-1 p.m.

**"Fire Up Your Funding Traditional & Lender Panel,"** a Small Business Development Center (SBDC) event. Location is the Orem/Provo SBDC Center at Utah Valley University. Details are at <https://clients.utahsbdc.org/events.aspx>.

## March 16, 5-6 p.m.

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

## March 16, 5:30-6:30 p.m.

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

## March 16, 6:30-7:30 p.m.

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

## March 17, 7:30-9 a.m.

**Third Thursday Breakfast,** a Utah LGBTQ+ Chamber of

Commerce event. Location is South Salt Lake Coop, 2431 S. 400 E., South Salt Lake. Details are at <https://www.utahlgbtqchamber.org>.

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

**Chamber Luncheon,** a Davis Chamber of Commerce event featuring a "Meet the Candidates: U.S. Senate Candidate Panel Discussion." Location is Business Resource Center at Davis Tech, 450 Simmons Way, Kaysville. Cost is \$25 for chamber members, \$35 for guests. Details are at [davischamberofcommerce.com](http://davischamberofcommerce.com).

## March 17, noon-1 p.m.

**Strictly Networking Luncheon,** a West Jordan Chamber of Commerce event. Location is Winger's, 9175 S. Redwood Road, West Jordan Free (pay for food ordered). Details are at [westjordanchamber.com](http://westjordanchamber.com).

## March 18, 8 a.m.-12:30 p.m.

**Box Elder Business Summit,** a Box Elder Chamber of Commerce event with the theme "Leadership in Today's Business World." Keynote speakers include Wendy Williams, vice president of propulsion systems for Northrop Grumman Space Systems, and Cody Vaibell, entrepreneur and investor. Panel discussions will focus on topics including workforce and diversity and inclusion. Location is USU Brigham City Regional Campus, 989 S. Main St., Brigham City. Cost is \$40. Details are at [boxelderchamber.com](http://boxelderchamber.com).

## March 21, 9 a.m.

**"Lessons Learned from COVID-19: A Global Perspective,"** part of the Utah Diplomatic Conference on International Trade Relations. Keynote speaker is Gov. Spencer Cox. Location is Sorenson Student Center at Utah Valley University. Free, but registration is required. Details are at [www.uvu.edu/global](http://www.uvu.edu/global).

## March 22, 8:30-10 a.m.

**"Better Your Business" Employer Seminar,** presented by the Utah Department of Workforce Services Workforce Development Division and the Wasatch Front South Employer Connection Advisory Board. Speaker Ron Hetrick, senior labor economist and vice president of staffing product at Emsi Glass, will discuss "The Demographic Drought: How a Lack of People Will Change the Way We Look at Labor." Event takes place online. Free. RSVPs can be completed by emailing [jlay@utah.gov](mailto:jlay@utah.gov).

## March 22, 9 a.m.-noon

**"Generating Revenue/Marketing,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](http://wbcutah.org).

## March 22, 11:30 a.m.-1 p.m.

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

## March 22, 11:30 a.m.-1 p.m.

**Women In Business Luncheon,** a South Valley Chamber of Commerce event. Speaker is Jodi Orgill Brown, an anti-fragility expert, nonprofit consultant, keynote speaker, corporate trainer and bestselling author. Location is Hilton Garden Inn, 277 W. Sege Lily Drive, Sandy. Cost is \$10 for members, \$15 for nonmembers. Details are at [southvalleychamber.com](http://southvalleychamber.com).

## March 22, 2-5 p.m.

**Utah Valley Job Fair,** a Utah Valley Chamber event. Location is Utah Valley Convention Center, 220 W. Center St., Exhibit Hall A, Provo. Details are at [thechamber.org](http://thechamber.org).

## March 22, 6-9 p.m.

**Birds and the Bees Spring Event,** a Utah Black Chamber of Commerce event. Location is Tracy Aviary and Johnson River Nature Center, 589 E. 1300 S., Salt Lake City. Cost is \$40. Details are at <http://business.utahblackchamber.com/events/calendar>.

## March 23-April 13

**PMP Certification Exam Prep,** a Salt Lake Community College Employee Development Workshop taking place on Wednesdays, 8:30 a.m.-4:30 p.m. This intermediate course prepares participants to successfully pass the PMP exam by reviewing the concepts and principles of project management. Students will study project management methods in accordance with PMI requirements and a syllabus to study for the 2021 200-question PMI PMP examination. Location is SLCC's Miller Campus, 9750 S. 300 W., Sandy. Cost is \$1,195. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

## Business Tech

# What's a knowledge base, and does my company need one?

As years pass on and technology evolves, old company information remains stuck in forum discussions, social media interactions, emails and even in the minds of your personnel. With knowledge scattered all over, it becomes nearly impossible for prospects to access vital data likely to channel them down the marketing funnel.

In such a situation, creating a knowledge base can help you aggregate your data leading to prolific marketing efforts. The bright side is that well-done knowledge bases add value in several customer lifecycle stages.

### What is a Knowledge Base?

Knowledge base description

has changed several times in the past couple of years. Initially, experts used the term to define any complex data storage system, and the materialization of the SaaS technology in 1999 gave it a new definition.

Now, the term knowledge base boils down to a self-service library or repository used to amass retrievable data about a topic, service or product. In essence, this is an organization's portfolio laden with external and internal information. Its role is to bridge the path between the brand and consumers or employees and solve their doubts/inquiries.

Several evolutions later,

knowledge bases continue to propel in specific areas like open data and application programming interfaces (API) in various formats.

### Importance of a Knowledge Base in an Organization

Living in a connected world fosters an increased demand for accurate information. You may realize that the informed audience wants solutions instantaneously. A knowledge base comes to the rescue and enables brands to improve the customer experience by offering swift solutions.

Keep in mind that knowledge base usage in organizations differs depending on the industry and whom they serve. Of course, strong knowledge bases enable decision-makers

to deliver prompt service to the market.

With such aspirations in mind, below are critical reasons why knowledge bases are essential in an organization.

### Enhanced Cooperation and Communication

It is common for teams and departments to intertwine in growing brands, and a thriving organization runs more like an engine structured to work simultaneously with several other parts. Thus, failure or lack of coordination in company operations may lead to a downfall or undesirable results.

Opportunely, centralized knowledge bases instigate teams to collaborate more. While at it, employees store and share crucial information with other team members. Ultimately, the reaction reduces confusion and motivates the workforce to accomplish tasks with minimal supervision. What's more, the approach boosts team synergy and minimizes managerial overheads significantly. Amplify Productivity

Investing in a structured internal information platform works magic in improving company efficiency and productivity. Imagine a scenario where employees have a burning inquiry but lack proper channels to correct information. In most cases, the staff turns to coworkers, which diverts their attention in the process. It takes plenty of time for everyone to resume their pre-mode concentration level.

Knowledge bases bring a new lease of life to a company by allowing employees to get correct data quickly. Most impressive, they prompt consistent service in all departments because everyone refers from the same book. Whether in HR, IT, or sales, all you need to do is log in to the platform and access insightful information. As a result, brands reduce confusion, improve information accessibility and distribute regular updates.

### Store Knowledge and Perk Up Company Valuation

The frequency with which Generation Z and millennials leave jobs is alarming. On average, experts suggest that these two generations switch employers every two years. This inevitably complicates the lives of

staff left behind as they try to piece everything together.

Documented knowledge makes things easier and also necessitates SaaS startups. After all, you turn information into a valuable tangible asset with knowledge bases. With an enhanced brand value, selling off your company or adding investment becomes less complicated.

### Expedite Customer Service

Time management is a priceless resource in any aspect of life. In an organization, proper use of time on an allocated task improves productivity and reduces stress. Companies running on inferior information structures may not achieve these goals on time, especially in the customer support department. Here, clients require nothing but prompt and well-detailed information. Nevertheless, if you keep them on hold for a considerable time, you may never hear from them again.

An explicit knowledge base can help you tackle this huddle with ease. Moreover, customer care agents manage to give comprehensive and precise information with the click of a button.

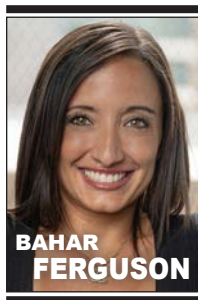
### Reduce Training Time and Costs

Reliable knowledge bases supported by a dependable management program make new hiring easy. Gone are the days when the HR team takes a significant amount of time and resource training newbies.

Instead, knowledge bases provide all the answers new employees need. On the other hand, HR personnel focuses on other imperative aspects of their career. Eventually, the strategy augments productivity and minimizes overall costs.

Knowledge bases stand out as helpful management tools for research and academic libraries in their current context. With the inclusion of diversified discovery tools, journal holdings and an electronic book inventory, the experience keeps getting better. Look no further if you aim to boost customer satisfaction, improve the organization's ROI and trim down costs.

Bahar Ferguson is president of Wasatch I.T., a Utah provider of outsourced IT and managed compliance services for small and medium-sized businesses.



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## CORPORATE FINANCIAL REPORTS

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

### **Purple Innovation**

Purple Innovation Inc., based in Lehi, reported a net loss of \$21.8 million, or 39 cents per share, for the fourth quarter ended Dec. 31. That compares with a loss of \$73.5 million, or \$1.22 per share, for the same quarter a year earlier, and a net loss of \$26.2 million, or \$1.24 per share, for the 2019 quarter.

Revenue in the most recent quarter totaled \$186.4 million, up from \$173.9 million in the year-earlier quarter and \$124.3 million in the 2019 quarter.

For the full year 2021, the company reported net income of \$3.9 million, or 30 cents per share. That compares with a net loss of \$229.8 million, or \$6.04 per share, for 2020, and with a net loss of \$30.9 million, or \$2.26 per share, in 2019.

Revenue in 2021 totaled \$726.2 million, up from \$648.5 million in 2020 and \$426.4 million in 2019.

Purple designs and manufactures comfort products, including mattresses, pillows, cushions, frames and sheets.

“Following several years of hyper growth and increased investments to support current and future expansion, we are now focusing on right-sizing our operations, improving our execution and refining our strategies to drive profitable growth in the current market environment,” Rob DeMartini, CEO, said in announcing the results.

“This work is already underway and we are making good progress but we are still in the early stages of building the framework for strong operational maturity and accountability. ... The foundation that is in place is adding to my conviction in this business and my confidence in our ability to achieve our near- and long-term objectives.”

### **Health Catalyst**

Health Catalyst Inc., based in South Jordan, reported a net loss of \$49 million, or 94 cents per share, for the quarter ended Dec. 31. That compares with a loss of \$43 million, or \$1.01 per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$64.7 million, up from \$53.3 million in the year-earlier quarter.

For the full year 2021, the company reported a net loss of \$153.2 million, or \$3.23 per share. That compares with a loss of \$115 million, or \$2.91 per share, for 2020.

Revenue in 2021 totaled \$241.9 million, which compares with \$188.8 million in 2020.

Health Catalyst provides data and analytics technology and services to healthcare organizations.

“In the fourth quarter of 2021, I am pleased to share that we achieved strong performance across our business, including exceeding the mid-point of our quarterly guidance for both revenue and adjusted EBITDA (earnings before interest, taxes, depreciation and amortization),” Dan Bur-

ton, CEO, said in announcing the results.

“And for the full year 2021, I am extremely proud of our financial performance and everything else that we accomplished across our business, especially in light of the continued challenging macro environment.”

### **Domo**

Domo Inc., based in American Fork, reported a net loss of \$33.3 million, or \$1.01 per share, for the fiscal fourth quarter ended Jan. 31. That compares with a loss of \$19.6 million, or 65 cents per share, for the same quarter a year earlier.

Revenue in the most recent quarter totaled \$70 million, up from \$56.8 million in the year-earlier quarter.

For the full year 2021, the company reported a net loss of \$102.1 million, or \$3.19

per share. That compares with a loss of \$84.6 million, or \$2.89 per share, for 2020.

Revenue in 2021 totaled \$258 million, up from \$210.2 million in 2020.

Domo is focused on the business cloud.

“We see companies continuing to drive digital transformation across all areas of their organizations, and we believe the ability to rapidly build apps on top of our platform is one of the most exciting growth engines for us,” John Mellor, CEO, said in announcing the results.

“I am extremely grateful for the entire Domo team whose commitment to customer success and value drove our results during the quarter and it is why I have confidence in our ability to execute on the opportunity ahead of us.”

“We delivered another strong quarter, closing out the year with a 30 percent billings growth quarter and a 90 percent-plus gross retention rate,” said Bruce Felt, chief financial officer. “With increased ramped sales rep productivity, accelerating new logo growth and continued engagement and upsell performance in our customer base,

we believe we are in a strong position to meet our growth objectives as we head into our fiscal 2023.”

### **Arena**

Arena Pharmaceuticals Inc., based in Park City, reported a net loss of \$155.6 million, or \$2.54 per share, for the fourth quarter ended Dec. 31. That compares with a loss of \$122.2 million, or \$2.10 per share, for the same quarter a year earlier.

Revenues in the most recent quarter totaled \$54,000, up from \$37,000 in the year-earlier quarter.

For the full year 2021, the company reported a net loss of \$616.4 million, or \$10.14 per share. That compares with a loss of \$404.7 million, or \$7.39 per share, for 2020.

Revenues in 2021 totaled \$54,000, down from \$319,000 in 2020.

Arena Pharmaceuticals develops medicines. In December, Arena announced that Pfizer Inc. and Arena had entered into a definitive agreement under which Pfizer has agreed to acquire Arena.



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## CALENDAR

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### March 23, 9-11 a.m.

**“Digital Marketing,”** part of the South Valley Chamber Business Academy. Speaker is Toby Eborn of Firetoss. Location is Salt Lake Community College, 9750 S. 300 W., Sandy. Free. Details are at southvalleychamber.com.

### March 23, noon-1 p.m.

**“Solve the Business Puzzle: Social Media Basics for Business,”** a Women’s Business Center of Utah event. Presenter is Skye Clayton, Seedling to Stars. Event takes place online via Zoom. Free. Details to be announced at wbcutah.org.

### March 23, 4-8 p.m.

**16th Annual Wasatch Front Materials Expo,** a Utah SAMPE Chapter event that is a tradeshow for the advanced materials community. Location is Salt Lake Community College’s Miller Campus, Karen G. Miller Conference Center, 9750 S. 300

## UPDATES

from page 1

**“Evening In Harlem,”** a Utah Black Chamber of Commerce event, originally scheduled for Feb. 4, has been postponed until April 1, 6-11 p.m. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Cost is \$50. Details are at utah-blackchamber.com.

**2022 Athena Leadership Award Ceremony & Luncheon,** an Ogden-Weber Chamber of Commerce event, originally scheduled for Jan. 25, has been postponed until April 26, 11:30 a.m.-1 p.m. Location is Timbermine, 1701 Park Blvd., Ogden. Award recipient is Raquel Da Silva, executive director of Family Promise of Ogden. Cost is \$30. Details are at ogdenweberchamber.com.

**Utah Manufacturers Association Annual Awards Banquet** at the Little America Hotel in Salt Lake City, originally scheduled for Jan. 29, 6-9 p.m., has been postponed until a date in November to be determined.

### MISCELLANEOUS

**Business Alliance Luncheon,** originally scheduled for March 16, had been canceled but has since been reinstated. It takes place 11:30 a.m.-1 p.m. at Boondocks Fun Center, 525 Deseret Drive, Kaysville. Luncheons are also scheduled for April 6, April 20, May 4 and May 18. Details are at davischamberofcommerce.com.

W., Sandy. Registration can be completed at Eventbrite.com.

### March 23, 6-7 p.m.

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

### March 24-May 19

**“ASCM APICS-CPIM Part 1,”** a Salt Lake Community College Employee Development Workshop taking place on Thursdays, 6-9 p.m. “APICS Certified in Planning and Inventory Management” (CPIM)

provides a comprehensive body of knowledge, best practices and standards to allow candidates to better respond to supply disruptions, respond to demand variations and manage supply chain risk. Location is SLCC’s Miller Campus, 9750 S. 300 W., Sandy. Cost is \$1,800 for APICS members, \$2,000 for nonmembers. Details are at <http://www.slcc.edu/workforce/courses/index.aspx>.

### March 24, 8:30-11 a.m.

**ConnectShare B2B Networking Event** designed for business leaders and decision-makers. Location is the Miller Conference Center, 9750 S. 300

W., Sandy. Details are at [www.connectshare.com](http://www.connectshare.com) or by contacting Randy Hunt of the ConnectShare Advisory Board at [randy@clearpath-strat.com](mailto:randy@clearpath-strat.com).

### March 24, noon-1 p.m.

**Women in Business Meeting,** a Box Elder Chamber of Commerce event. Contact the chamber for meeting location. Cost is \$10. Details are at [boxelderchamber.com](http://boxelderchamber.com).

### March 24, 2 p.m.

**“Bagels & Business: OKRs,”** presented by The Mill Entrepreneurship Center at Salt Lake Community College and

featuring information about “Objectives and Key Results,” a framework for businesses and individuals. Details to be announced.

### March 24, 4:30-7 p.m.

**“In the Know: Cryptocurrency Series,”** presented by the South Valley Chamber and Scott Paul, angel investor and crypto influencer. Panelists are Paul; Charlene Brown, adjunct professor of blockchain, Utah Valley University; Kirk Quimet, founder and investor; and mod-

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## SUPER

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for the past decade. Those will be replaced with a broad institutional memorandum encouraging greater collaboration, including shared academic materials; visiting research scholars; and cooperative symposia, seminars, workshops and conferences.

“As a national laboratory supporting national priorities, we see significant value in regional partnerships to advance innovative science and technology,” said John Wagner, director of the INL Laboratory. “Partnerships with regional institutions like the University of Utah expand our reach and elevate our impact.”

The official memorandum of understanding is between the UofU and Battelle Energy Alliance, which manages INL for the U.S. Department of Energy’s Office of Nuclear Energy. INL is the nation’s center for nuclear energy research and development, and also performs research in each of the department’s strategic goal areas: energy, national security, science and the environment.

The agreement is nonbinding. Either organization may revoke it at any time, and there is no transfer of funding, proprietary information, or confidential data without further agreements.

During a news conference at the Utah Capitol announcing the agreement, University President Taylor Randall said the UofU engineering’s goal is to “drive new industry and new discovery” and “this type of agreement will drive the education of those new leaders of industry,” he said.

The agreement “is going to allow us to truly become a top 10 public university in research and engineering,” Taylor said. “This partnership will expand and also help the economy in numerous ways. You will see companies that are birthed from these technologies. You will see brand-new industries that will come from the types of ideas that come between

the infusion from great research coming out of the National Lab and also industry that will participate.”

Richard B. Brown, dean of the UofU’s College of Engineering, said the agreement “will create another inflexion point in the growth of research at the University of Utah, especially as it leads to our ability to do classified research.”

Brown noted that the college has spun out 98 companies since 2006. “The U can play a role in helping INL commercialize the technologies that come out of our joint research efforts,” he said.

“I really feel it’s an auspicious day as it sets a new trajectory for our future,” added Derek Miller, president and CEO of the Salt Lake Chamber and Downtown Alliance. “Not only does this partnership have a positive implication for us in the near term, it will also build a cadre of talent that will lead us into a future that is important for our state and our economy.”

Utah’s innovation industries that are driving the state’s economic prosperity have research and development at their foundation, he said, “and this new partnership will, of course, strengthen that foundation.”

INL and the UofU’s College of Engineering have conducted collaborative research in several areas for the past decade: nuclear research, power grid security, wireless communications, geothermal energy, advanced materials and high-performance computing. In 2018, INL opened an office on the UofU campus focused on further developing a wireless technology that grew out of one of these collaborations to help first responders and law enforcement agencies communicate time-sensitive information, even when airwaves are congested.

More recently, the laboratory began collaborating with the school’s nuclear engineering faculty on a medical isotope project that could dramatically improve certain cancer treatments.

## GENDER GAP

from page 1

Alaska has a U.S. low of 54 percent.

Forty percent of female workers make less than \$25,000, compared with 27 percent of male workers.

“Women are always playing catch-up,” said Ismat Mangla, executive editor at MagnifyMoney. “They bear the brunt of low-wage jobs, and those low wages translate to a lifetime of being behind when it comes to building financial security.”

The MagnifyMoney study also reveals that nationally the higher the income, the higher the percentage of men. Among people earning at least \$100,000, 72 percent are men. Among those earning between \$150,000 and \$200,000, 73 percent are men. Among those earning \$200,000 or more, 78 percent are men — there are 3.6 men for every woman who makes at least that amount.

“The highest earners in our society are men, which means that they are able to build wealth for the long haul,” Mangla said. Men tend to have more money saved, in large part due to the gender pay gap.

Looking at the statistics a different way, 16 percent of male workers earn at least six figures, compared with 7 percent of female workers. Four percent of men make above \$200,000, compared with 1 percent of women.

Utah neighbors also don’t fare well for having gaps among workers earning \$100,000 or more. Wyoming has the No. 2 highest gap, with 83 percent of higher earners being men. Idaho is No. 4, with 81 percent.

In a report releasing the results of the study, Mangla said that raising the minimum wage and instituting pay transparency “could go a long way toward leveling the playing field” among men and women.

“The problems are structural, but it always makes sense for women to do their research on

compensation in their field so they can be armed with information when it comes to negotiating,” she said.

But she added that negotiating for a fairer wage can sometimes backfire. “Women are often penalized for trying to secure higher wages, so they should be aware of this before negotiating,” she said.

MagnifyMoney and its parent company, LendingTree, provide consumers with free financial information, tools and calculators. Its gender-pay report is available at <https://www.magnifymoney.com/blog/news/gender-pay-gap-study/>.

Among similar gender-pay reports in recent years is one from the National Partnership for Women & Families, which used data from the Bureau of Labor Statistics. It showed that Utah had the widest pay gap in the nation in 2020, with women earning 72.7 cents per dollar of men’s earnings. Connecticut had the smallest, with women earning 97 cents to every men’s dollar.

Using 2019 figures calculated by National Women’s Law Center (NWLC), the Utah Women & Leadership Project said in March 2021 that Utah women earn about 70 percent of what men earn — a percentage that had not changed since a 2017 report. The national perspective showed that women earned about 82 percent of what men earn.

WalletHub has ranked Utah as the worst state for overall women’s equality for four consecutive years. Its most recent report used 17 metrics and found that Utah women’s median weekly earnings are 25 percent less than men’s, that annual earnings for women average \$39,784 while men get about \$57,000, women are nearly twice as likely than men to earn at or near the minimum wage, that the pay disparity is strong at high-income levels, a higher level of Utah non-elderly women live at or below the poverty line than men, and women are less likely to hold executive-level positions.



## INSIDE

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## *That's the key to a successful company golf tournament*

Whether your planned golf event is meant to raise money for charity, reward your clients or be a fun outing for your employees, proper planning will make for a better time for everyone. Let's look at the important planning that must go into a successful golf event.

What is the purpose of your golf outing? Do you plan to raise significant cash for a worthy charity? Or, do you intend to pay back your customers, clients, vendors or employees for their contributions to the success of your business? Regardless of the purpose, here are some decisions you need to make:



**KORY  
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- **When?** Golf clubs in Northern Utah start scheduling events as early as April and can go deep into the fall — late September or early October. What's best for you group? Do you want to coincide with a holiday — or be sure to avoid one? Is there a day of the week that works best for your business or your guests?

Be sure to coordinate with the golf pro at the club as soon as you decide to host an event. The popular dates fill up fast.

- **How many players will you have?** Most golf courses have strict minimums and maximums. For

example, the Barn Golf Club near Ogden requires a minimum of 60 players for a nine-hole shotgun start tournament and at least 120 for 18 holes. Most courses will put two foursomes on the tees for par 4 and par 5 holes, sometimes going as high as 144 players for a tournament. Remember, the more players you put on the course, the slower the round will be. Rounds that last over five hours just aren't as much fun.

- **Where will you play?** Many factors go into choosing a golf course for your tournament.

see **TOURNAMENT** page 22



# GOLF COURSES—SOUTHERN UTAH AREA

Ranked by Slope



	Course Name Address	Phone Web	Slope (Back Tees)	Rating (Back Tees)	Par (Back Tees)	Tournaments Hosted 2021	Greens Fees per 18 Holes	Private or Public	Total Yardage from Tips	Dress Code?	Course Record	Amenities	Head Pro
1	<b>Green Spring Golf Course</b> 588 N. Green Spring Drive Washington, UT 84780	435-673-7888 greenspringgolf course.com	138	73.5	72	4	\$35-\$70	Public	6,859	N	62	Located within 40 minutes of Zion National Park, driving range, snack bar	Kevin Soderquist
2	<b>Sand Hollow Championship</b> 5625 W. Clubhouse Drive Hurricane, UT 84737	435-656-4653 sandhollowresorts .com	137	73.7	72	8	\$185	Public	7,315	Y	60	Practice bunker complex, clubhouse, Wee course	Kris Burlingame
3	<b>Coral Canyon Golf Course</b> 1925 N. Canyon Greens Drive Washington, UT 84780	435-688-1700 coralcanyonogolf .com	136	74.2	72	7	\$79- \$109	Public	7,200	Y	61	Driving range, putting green, chipping green, lessons, pro shop, restaurant, full bar	Marco Leoni
4	<b>The Hideout Golf Club</b> 648 S. Hideout Way Monticello, UT 84535	435-355-0756 hideoutgolf.com	134	71.1	72	*	\$46	Public	6,654	N	67	Driving range, lessons, pro shop, snack shop	Tyler Ivins
5	<b>Moab Golf Club</b> 2705 E. Bench Road Moab, UT 84532	435-259-6488 moabgolfcourse. com	133	72.9	72	15	\$62	Public	6,875	N	61	Pro shop, practice facility, lessons, snack bar/grill	Rob Jones
6	<b>Sunbrook Golf Club</b> 2366 W. Sunbrook Drive St. George, UT 84770	435-627-4400 sgcity.org	131	73	72	60	\$76	Public	6,800	Y	64	Practice facilities, pro shop, grill	Reed McArthur
7	<b>Bloomington Country Club</b> 3174 Bloomington Drive East St. George, UT 84790	435-673-2029 bloomington countryclub.com	130	72.7	72	20	\$100	Private	6,985	Y	62	Range, restaurant, lounge, pool, tennis courts	Mark Boggs
8	<b>Southgate Golf Course</b> 1975 S. Tonaquint Drive St. George, UT 84770	435-627-4440 sgcity.org	129	70	71	12	\$53	Public	6,100	Y	*	Driving range, grill	Eron Beming
9	<b>St. George Golf Club</b> 2190 S. 1400 E. St. George, UT 84770	435-627-4404 stgeorgegolfclub. com	126	73.1	73	2	\$26-\$37	Public	7,217	Y	62	Full-service golf shop, practice green, snack bar, cart rental, club rental	James Hood
10	<b>SunRiver Golf Club</b> 4210 Bluegrass Way St. George, UT 84790	435-986-0001 sunrivergolf.com	126	72.6	71	6	\$75	Public	7,020	Y	59	Grass tees, driving range, chipping green, practice sand facility, putting course, restaurant	Larry Ricketts
11	<b>Sky Mountain Golf Course</b> 1030 N. 2600 W. Hurricane, UT 84737	435-635-7888 skymountaingolf .com	125	70.4	72	22	\$65-\$85	Public	6,392	N	63	18 holes, range, practice green, grill	Kent Abegglen
12	<b>Palisade Golf Course</b> 2200 E. Palisade Road Sterling, UT 84665	435-835-4653 stateparks.utah. gov/palisade	123	69.7	72	30	\$26-\$40	Public	6,333	Y	62	Full-service golf shop, driving range, restaurant	Jordan Van Orman
13	<b>Dixie Red Hills Golf Course</b> 645 W. 1250 N. St. George, UT 84770	435-627-4444 sgcity.org	119	65.8	34	5	\$22-\$30 for 9 holes	Public	2,733	Y	26	Driving range	Allen Orchard
14	<b>Entrada at Snow Canyon Country Club</b> 2537 W. Entrada Trail St. George, UT 84770	435-986-2200 golfentrada.com	Newly Renovated		71	0	\$250	Private	7,065	Y	NA	Golf shop, driving range, fitness center, restaurant, locker room, pickleball, tennis, aquatics, hiking	Roman O'Rourke

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# GOLF COURSES—NORTHERN UTAH

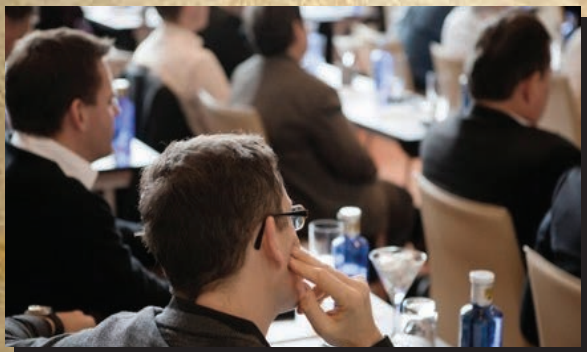
Ranked by Slope



	Course Name Address	Phone Web	Slope (Back Tees)	Rating (Back Tees)	Par (Back Tees)	Tournaments Hosted 2021	Greens Fees per 18 Holes	Private or Public	Total Yardage from Tips	Dress Code?	Course Record	Amenities	Head Pro
1	<b>Red Ledges Golf Course</b> 205 Red Ledges Blvd. Heber City, UT 84032	435-657-4054 redledges.com	151	76.5	72	11	\$125 WM	Private	7,569	Y	65	Full dining, driving range, putting green, chipping green, 2 pools, tennis, pickleball, yoga, shuttles to ski resorts	Derek Butts
2	<b>Thanksgiving Point Golf Club</b> 3300 W. Clubhouse Drive Lehi, UT 84043	801-768-7401 thanksgivingpointgolf.com	145	77.6	72	100	\$89	Public	7,716	Y	62	Driving range, Bistro Grill, meeting space	Tele Wightman
3	<b>Soldier Hollow Golf Course Silver</b> 1370 W. Soldier Hollow Lane Midway, UT 84049	435-654-7442 soldierhollowgolf.com	142	74.2	72	*	\$42-\$52	Public	7,355	N	62	Large practice area, pro shop, lessons, full-service restaurant	Chris Newson
3	<b>Homestead Resort &amp; Golf Club</b> 700 N. Homestead Drive Midway, UT 84049	435-654-5588 playhomesteadgc.com	142	71.8	71	20	\$56	Public	6,669	N	62	Practice facilities, restaurants, lodging rooms, meeting space, Crater Hot Springs, swimming pools	Chris Richards
5	<b>Stonebridge Golf Club</b> 4415 Links Drive West Valley City, UT 84120	801-957-9000 golfstonebridgeutah.com	139	74.2	72	73	\$36	Public	7,134	Y	64	Driving range, banquet room	Clark Garso
6	<b>Park Meadow Country Club</b> 2000 Meadows Drive Park City, UT 84060	435-649-2460 parkmeadowscs.com	138	74.8	72	9	\$110 WM	Private	7,422	Y	62	Golf practice facility, clubhouse, restaurant, locker room, pool, fitness, pickleball	Eric Johnson
7	<b>Willow Creek Country Club</b> 8505 S. Willow Creek Drive Sandy, UT 84093	801-942-1954 willowcreekcc.com	137	73.3	72	2	\$105 WM	Private	7,110	Y	63	Driving range, 3 practice greens & short-range game, banquets, pool complex	Lynsey Myers
8	<b>Riverside Country Club</b> 2701 N. University Ave. Provo, UT 84604	801-373-8262 riversidecountryclub.org	136	73.1	72	23	\$110	Private	7,142	Y	62	Golf, tennis, pool, athletic club, dining	Chris Moody
8	<b>Soldier Hollow Golf Course Gold</b> 1370 W. Soldier Hollow Lane Midway, UT 84049	435-654-7442 soldierhollowgolf.com	136	75.4	72	*	\$18-\$50	Public	7,719	N	62	Large practice area, pro shop, lessons, full-service restaurant	Chris Newson
10	<b>Canyons Golf</b> 4000 Canyons Resort Drive Park City, UT 84098	435-615-4728 canyonsgolfcourse.com	135	68.4	70	50	\$105*	Public	6,035	Y	66	Restaurants, spa, lodging	Justin Johnson
11	<b>Jeremy Ranch</b> 8770 N. Jeremy Road Park City, UT 84098	435-649-2700 thejeremy.com	134	73.7	72	30+	\$85 WM	Private	7,129	Y	61	Full-service clubhouse, dining facilities, fitness facility, locker rooms, Nordic Track	Jake Hanley
12	<b>South Mountain Golf Course</b> 1247 E. Mike Weir Drive Draper, UT 84020	385-468-1480 slco.org/golf/southmountain	133	73.8	72	20	\$36-\$54	Public	6,645	N	65	Restaurant, putting greens, practice facility, range	Brian Schramm
12	<b>The Ranches Golf Course</b> 4128 E. Clubhouse Lane Eagle Mountain, UT 84005	801-789-8100 theranchesgolfclub.com	133	73.1	72	12	\$35-\$59	Public	7,035	N	62	Practice facility, driving range, chipping & putting green, full-service grill & beverage cart	Robert Hammer
12	<b>Victory Ranch Golf Course</b> 7865 Victory Ranch Road Kamas, UT 84036	435-785-5030 victoryranchutah.com	133	74.9	72	*	*	Semi-Private	7,599	Y	*	Restaurant, double-sided driving range, short game area, putting green	Chris Brandenburg
15	<b>River Oaks Golf Course</b> 9300 S. Riverside Drive Sandy, UT 84070	801-568-4653 sandy.utah.gov/golf	132	70.4	70	45	\$53-\$55	Public	6,287	N	62	Cafe, catering/banquets, driving range, conference room with A/V	Matt High
16	<b>Eagle Mountain Golf Course</b> 960 E. 700 S. Brigham City, UT 84302	435-723-3212 eaglemountaingc.com	131	71.7	71	10	\$46	Public	6,770	Y	62	Full driving range, 2 practice greens, full-service snack bar	Chris Marx
17	<b>Riverbend Golf Course</b> 12800 S. 1040 W. Riverton, UT 84065	385-468-1460 slco.org/golf/riverbend	130	71.7	71	0	\$36-\$54	Public	6,876	N	64	Restaurant, driving range, pro shop	Tim Fernau
18	<b>Bountiful Ridge Golf Club</b> 2430 S. Bountiful Blvd Bountiful, UT 84010	801-298-6040 bountifulridgegolf.com	129	70.6	71	5	\$46-\$52	Public	6,595	Y	59	Pro shop, practice facilities, restaurant, lessons	Kent J. McComb
18	<b>Mt. Ogden Golf Course</b> 1787 Constitution Way Ogden, UT 84403	801-629-0699 ogdencity.com	120	70.4	71	12+	\$30-\$32	Public	6,450	N	*	Putting green, pitching/chipping area	Todd Brenkman

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# Warm up before your round; You'll play better & feel better

Playing your best golf and getting the most value for your green fee requires being ready to play. The older we get, the harder that it is. A vast majority of golfers arrive for their tee time within 15 minutes of the time. By the time they grab a cart, get their clubs and hit three putts, they are on the tee. The next nine holes are often a dizzying display of poor shots and three putts followed by a better back nine. Then they literally wonder why they don't start better and always play better on the back nine.

The older we get, we have to prepare our bodies for swinging a golf club. Back pain is a real issue in golf. Swinging a golf club 80-100 mph is actually a sport and doing so without getting your body warmed up is an invitation for a strain or a pulled muscle. And being warmed up means you will swing faster from the first tee shot.

PGA Tour players will allow one to two hours to prepare for a round of golf. That's pretty unrealistic for those of us whose job is not to play golf for a living. Yet, that doesn't entirely excuse us from not preparing at all.

I would recommend allowing yourself a full 30 minutes (after checking in and getting your cart) to prep for a round. What I want you to do is get a small bucket of balls (no more than 30) and get over to the driving range. Once you get to your hitting station, pull out your phone

and get on YouTube and search for a five-minute total body workout. Bowflex has some good ones. You are looking for the most bang for your buck with your stretches, so the more a stretch works all sorts of muscle groups versus isolating just one group, the better (the picture with this article is a great stretch). This will get your body warmed up in a short time and allow you to hit your first shots with less chance of injury. After a five-minute

stretch, start with your sand wedge and hit 10 shots gradually increasing speed and effort from first to 10th shot so that by the 10th shot you are swinging fully. From there hit a couple of pitching wedges, a

couple of 9 irons, a couple 8 irons and then three or four drivers and you're done at the range. Total time at the range should not exceed 20 minutes. Hurry over to the putting green and roll as many 30-foot putts as you can before your tee time to get the pace of the green — and you're ready to play.

If you are serious about playing your best golf, put some work into your body at home. Improving mobility is a win/win for you and your golf. You will feel and move better in your daily life and the ability to make a bigger turn and have more mobility in your hips and a stronger core will help your golf swing function more optimally.

I've played golf for 40 years and in

all that time I thought just warming up with a bucket of balls was enough. Then one day I had trouble standing up from the couch. There was no doubt that all of those swings over all of those years was aggravating my back big-time. I had to take stretching very seriously if I wanted to get out of pain and stay out of pain. There is a wealth of information online and classes you can take and follow along with for free if you are serious about feeling better.

Be patient with yourself and the results you seek. It takes time but it will come.

*Paul Phillips is the tournament director at Stonebridge Golf Club in West Valley City.*



PAUL PHILLIPS



## TOURNAMENT

from page 17

Geography and budget are the major determining factors.

Consider where your guests are coming from before picking a course. Maybe you want the event to be near your business location so your employees won't have to travel too far. If the bulk of your players live in the northern part of the Wasatch Front, you probably don't want to pick a Utah County location.

On the other hand, maybe an exotic location far from home is exactly what you want as a reward for your guests.

• **How much money will you raise? How much are you willing to spend?** The budget for your golf event will have a lot to do with where you play. Be sure to spend some time with the managers of the courses on your list to see just what it will cost to play, have breakfast and lunch as well as beverages and snacks on the course, and provide prizes for your

golfers.

When planning a budget — especially when you expect to raise money for a charity — don't be afraid to ask your players to pitch in. Set a reasonable cost — per player or per foursome — and make sure to collect it up front. That way, you'll have fewer no-shows. Then analyze your participants. If you have invited folks that can afford it, ask for a significant entry fee. If your charity is well-known and worthy, you can raise a bunch of money.

Don't be shy about asking the golf course to contribute to your money-raising effort. This can be done in the form of reduced rates for the golf, meals or beverages. You can also ask your vendors or clients to contribute in other ways beside entry fees. Hole sponsorships or food and beverage sponsorships are a couple of possibilities. Think about signage, too.

Ask for additional donations in the form of raffle prizes that can be given away at the event luncheon following the round of golf. Lots of your players and their companies will be willing to pitch in. Many

contributors will have small items they can contribute to fill a swag bag for players.

Make "cheats" available to your players. Maybe you could charge an extra \$20 for each of a limited number of "mulligans." How about \$1 an inch for string to save a tap-in putt?

And remember, this isn't the PGA. Prizes for winners don't have to be huge — the difference goes to the charity. A brand-name driver for the low score or a couple of hundred bucks for the winning team is plenty adequate. Ask the course pro shop to donate or reduce the price of prizes for winners.

• **What extras can you add to the golf outing?** Here's where the gold course management can help you. Remember, they've run hundreds of these events. You can have longest-drive contests as well as straightest-drive or closest to the pin on a par 3. Check out what it would cost to buy insurance for a new car for a hole-in-one on a long par 3. You'll be surprised how little it might cost to offer this great opportunity.

• **Are you willing to work**

**to make your event successful?**

Well-planned and well-run golf events are always the most successful and the most fun. Appoint someone from your company to be in charge of making things come off right. Work closely with the course managers to make sure you're doing your part. Get the names of the teams and players turned in in plenty of time for the course to properly organize your tournament. Remind your players several days before the event and replace those who back out.

Talk to the course about volunteers and do your best to supply all the help they need. Make sure there are no slip ups that will detract from the purpose of your event.

Your greatest resource for a successful golf event is the staff at the course where you hold your event. They have seen it all and will have dozens of ideas that will help you pull off a great tournament — this year and for years to come.

Good luck — and have fun!

Kory Woodland is the PGA professional at the Barn Golf Club in Ogden.

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## CALENDAR

from page 16

erator Nick Killpack. Location is Salt Lake Community College, Free Enterprise Building, 9750 S. 300 W., Sandy. Details are at [southvalleychamber.com](https://southvalleychamber.com).

### March 24, 5-6 p.m.

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

### March 24, 5-7 p.m.

**"Business After Hours" Mixer**, a Park City Chamber/Bureau event. Location is Newpark Resort, 1476 Newpark Blvd., Park City. Details are at <https://www.visitparkcity.com/members/chamber-bureau-events/rsvp/>.

### March 24, 6-7 p.m.

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

### March 24, 6-8 p.m.

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

### March 24, 6-8:30 p.m.

**"Birds & Brews: Light Out**

**Event,"** a Utah Black Chamber of Commerce event. Location is Tracy Aviary and Johnson River Nature Center, 589 E. 1300 S., Salt Lake City. Cost to be determined. Details are at <http://business.utahblackchamber.com/events/calendar>.

### March 29, 8:30-11 a.m.

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

### March 29, 9 a.m.-noon

**"Keeping Customers Happy,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](https://wbcutah.org).

### March 29, 5-8:30 p.m.

**2022 Awards Gala,** a ChamberWest event. Event includes honoring Hall of Fame Award recipient Mayor Kristie Overson of Taylorsville and three finalists in five award categories. Theme is "The Wizard of Oz: There's No Place Like ChamberWest." Reception begins at 5 p.m., with dinner and program starting at 6:30 p.m. Location is the Maverik Center, 3200 S. Decker Lake Drive, West Valley City. Details to be announced at [chamberwest.com](https://chamberwest.com).

### March 30, noon-1 p.m.

**"Walkable Wednesday: Sugarmont Apartments,"** a ULI (Urban Land Institute) Utah event. Speaker is Stan Hanks, executive vice president, Cottonwood Residential. Location is Sugarmont Apartments, 2191 S. McClelland St., Salt Lake City. Free for ULI members, \$15 for nonmembers. Details are at <https://utah.uli.org/events-2/>.

### March 31-April 1

**Spring Conference,** a Recycling Coalition of Utah (RCU) event with the theme "Greening Your Bottom Line." Organizations can learn how to use green, sustainable and ESG-related practices to impact their bottom line. Location is Spring Hill Suites, 1865 N. Highway 191, Moab. Cost is \$149 for members, \$178 for nonmembers. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

### March 31, 5-7 p.m.

**"Business After Hours,"** a Salt Lake Chamber event. Location is Flanker Kitchen & Sporting Club, 6 N. Rio Grande St., Suite 35, Salt Lake City. Free for members and \$30 for nonmembers before March 29, \$20 for members and \$40 for nonmembers thereafter. Details are at [slchamber.com](https://slchamber.com).

### April 1, 8:30 a.m.-5 p.m.

**Tech Law Symposium,** an ACC Mountain West Chapter event for in-house attorneys and their legal teams. Open to the public. Keynote speaker David Tollen of Tech Contracts Academy will discuss key terms in cloud and

software contracts. Other presentations are titled "Basics of IP and Pitfalls to Avoid," "Cybersecurity Best Practices from CISA and Other Critical Infrastructure Sectors," "Hot Topics in Tech 2022," "NFTs," and "Tech Talk: Best Practices for Communication Between Lawyers and Engineers." In-person location is Grand America, 555 S. Main St., Salt Lake City. In-person cost is \$75 for ACC members, \$100 for nonmembers. Webinar cost is \$75 for ACC members in Idaho, Wyoming and Montana, \$100 for nonmembers in those states. Registration can be completed at [Eventbrite.com](https://eventbrite.com).

### April 1, 6-11 p.m.

**"Evening In Harlem,"** a Utah Black Chamber of Commerce event. Location is The Leonardo, 209 E. 500 S., Salt Lake City. Cost is \$50. Details are at [utahblackchamber.com](https://utahblackchamber.com).

### April 5, 8:30 a.m.-noon

**"Cash Flow is King" Workshop,** a Small Business Development Center (SBDC) event. Location is the Salt Lake Small Business Development Center at Salt Lake Community College in Sandy. Cost is \$29. Details are at <https://clients.utahsbdc.org/events.aspx>.

### April 5, 9 a.m.-noon

**"Knowing Your Numbers,"** part of the nine-week "First Step to Next Step" program presented by the Women's Business Center of Utah. Event takes place online via Zoom. Free. Details are at [wbcutah.org](https://wbcutah.org).

### April 5, 6:30-8 p.m.

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

### April 6, 11:30 a.m.-1 p.m.

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

### April 7, 8-9 a.m.

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

### April 7, 9-10 a.m.

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

### April 7, 6-8 p.m.

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



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