

2nd Annual
Fall Business
Conference

2019

CHAMBERWEST CHAMBER OF COMMERCE
FALL CONFERENCE

STRENGTH OF THE WEST — SUPPORTING BUSINESS SUCCESS

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Wednesday,
September 18, 2019

Utah Cultural Celebration Center

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| Embassy Suites | NOW CFO | West Valley City – Census 2020 |
| Employers Council | PostNet | |

Program

Wednesday,
September 18

Utah Cultural
Celebration Center



7:15 am **Registration, Exhibitor Tables, Networking, Continental Breakfast**

8:00 am **WELCOME AND RECOGNITIONS**
 Jordan Larson, *ChamberWest Chair of the Board*

8:15 am **MORNING KEYNOTE ADDRESS**
 Scott Miller, *FranklinCovey, Author of Management Mess to Leadership Success – 30 Challenges to Become the Leader You Would Follow*

9:15 am **NETWORKING BREAK**

9:30 am **BREAKOUT SESSION #1**
Is it time for Tax Reform?
 MODERATOR: **Kory Holdaway**, *KMH Consulting & Government Relations*
 PANELISTS: **Steve Young**, *Holland and Hart, Tax Restructuring and Equalization Task Force*; **Phil Dean**, *Governor’s Office of Budget and Planning, Tax Restructuring and Equalization Task Force*
Talent Recruitment/Retention – Shifting Workplace Expectations
Deborah H. Stone, *SPHR, SHRM-SCP, Employers Council*
The New Urgency of Women’s Leadership
Patricia Jones, *Women’s Leadership Institute*

10:15 am **NETWORKING BREAK**

10:30 am **BREAKOUT SESSION #2**
Marketing – It’s Not Rocket Science
 PANELISTS: **Bryan Scott**, *The City Journals*; **Michael A. Ehinger**, *Apex Clean Air*; **Krista Numbers**, *St. Mark’s Hospital*
Medical Marijuana in the Workplace
Ryan D. Nelson, Esq., *SPHR, Employers Council*
Best Ways to Maximize YOUR Chamber Investment
 MODERATOR: **Ben Horsley**, *Granite School District*
 PANELISTS: **Jordan Larson**, *Varex Imaging*; **Stephen Smith**, *Concentrix*; **Julie Cluff**, *The Joint Chiropractic & Build a Life After Loss*

11:15 am **NETWORKING BREAK**

11:30 am **BREAKOUT SESSION #3**
Economic Tsunami – Potential Opportunities for Businesses
 MODERATOR: **Alan Rindlisbacher**, *EDCUtah*
 PANELISTS: **Nicole Cottle**, *Representative on Utah Inland Port Authority*; **Todd Bingham**, *Utah Manufacturers Association*; **Ginger Chinn**, *Governor’s Office of Economic Development*; **Joel Nelson**, *Salt Lake City Department of Airports*
Current Trends in Cybercrime
Paul Bingham, *Federal Bureau of Investigation (FBI)*
Compensation Structures – Putting Everything on the Table
 MODERATOR: **Bryan Scott**, *The City Journals*
 PANELISTS: **Judy R. Thimakis, Ph.D.**, *MPA, Employer’s Council*; **Stacy Hadley**, *NOW CFO*; **Summer Jensen**, *Young Living*; **Steve Pluim**, *TalentTeam*

12:30 pm **LUNCH**

12:45 pm **MAYORAL UPDATES**
Mayor Ron Bigelow, *West Valley City*
Mayor Kristie Overson, *City of Taylorsville*
Mayor Jim Riding, *City of West Jordan*

1:30 pm **AFTERNOON KEYNOTE ADDRESS**
Our Collective Economic Future: A State Perspective
Lt. Governor Spencer Cox

2:45 pm **Conclusion**

Morning Keynote Address

Scott Miller

EXECUTIVE VP OF THOUGHT LEADERSHIP,
FRANKLINCOVEY

and Author of *Management Mess to Leadership Success – 30 Challenges to Become the Leader You Would Follow*



Your leadership is about to change.

SCOTT MILLER knows what it's like to fail. He was demoted from his first leadership position after only three weeks in the role, just one of several messy management experiences and missteps from his 20 year plus career with FranklinCovey.

Scott's not alone. Everyone fails. But what sets him apart is his transparency and willingness to openly share his shortcomings and mistakes. He shares the principles and practices that can build one's leadership skills and abilities – those that helped him – an imperfect leader to rise to the C-Suite. So maybe you weren't perfectly groomed for leadership, are a bit of a "management mess," a maverick, lack experience and training, or need a reminder on how to be the leader everyone wants to follow. Learn the 30 leadership challenges, honed and researched by FranklinCovey, that help leaders rise when they fall and survive - even thrive, including:

- Lead difficult conversations and celebrate success.
- Inspire trust, actively listen, and challenge paradigms.
- Put the right people in the right roles.
- Create a clear and actionable vision for your team.
- Accomplish your organization's Wildly Important Goals®.
- Get the right results—in the right way.

SCOTT JEFFREY MILLER, VP of Thought Leadership, FranklinCovey

Miller leads the strategy, development, and publication of FranklinCovey's bestselling books and thought leadership, which provide the framework for the company's world-renowned content and solutions. He is the author of FranklinCovey's *Management Mess to Leadership Success: Become the Leader You Would Follow* (Mango Media). He is also co-authoring *Everyone Deserves A Great Manager: The 6 Critical Practices for Leading a Team*, scheduled to be released in October 2019 (Simon & Schuster).

Scott is the host of the FranklinCovey-sponsored *On Leadership With Scott Miller*, a weekly leadership webcast, podcast, and newsletter that features interviews with renowned business titans, authors, and thought leaders and is distributed to more than five million business leaders worldwide. He is also the host of the weekly radio program *Great Life, Great Career With Scott Miller* on iHeart Media's KNRS 105.9. This radio program and podcast provide insight and strategies drawn from FranklinCovey's leadership principles and from Miller's career and personal life experience to assist listeners in becoming more effective as business leaders and to improve their personal performance. Additionally, Miller authors a weekly leadership column for *Inc.* magazine.

In his previous roles as executive vice president of business development and chief marketing officer, Scott led the global transformation of FranklinCovey's brand. Prior to that, as general manager of client facilitation services, Miller worked with thousands of clients and client facilitators in numerous markets in over thirty countries. He has presented to hundreds of audiences across every industry and loves to share his unique journey as an unfiltered leader thriving in today's highly filtered corporate culture.

Miller joined Covey Leadership Center in 1996 as a client partner with the education division, which focused on serving K-12 schools and higher education. He also served as the general manager of FranklinCovey's central region for six years in Chicago.

Miller began his professional career in 1992 with the Disney Development Company (the real estate development division of Walt Disney Company) as a founding member of the development team that designed the town of Celebration, Florida.

Breakout Session #1

Is it time for Tax Reform?

A change is in the air as it relates to taxation in Utah. During the 2019 Legislative Session, after a bill was introduced it was quickly determined much more conversation and research was needed. The Utah State Legislature created the Tax Restructuring and Equalization Task Force which includes private sector members with business and taxation experience. They went on a state-wide listening tour which concluded in July. Join this panel to learn more about why our governor and legislative leadership believe it is time for a change in how taxes are collected.

Moderator

Kory Holdaway PRINCIPAL OWNER



KMH Consulting & Government Relations

KORY HOLDAWAY started KMH Consulting after working as the Government Affairs Director for the Utah Education Association following a special education teaching career. Kory has direct legislative experience serving for six terms in the Utah House of Representatives representing the West Valley,

Taylorsville area. His experience as a lobbyist and legislator have given him a unique understanding of the political process.

Kory has always been active in the community; he was one of the founding members of the Valley West Rotary Club. He also serves as a board member with the Veterans Memorial Museum working to create a Veterans Museum in the West Valley area. Kory is also on the Board of Directors for Voterise, an organization committed to increasing young people and the underrepresented to participate in the political world.

Panelist

Steve Young STATE AND LOCAL TAX ATTORNEY



Holland & Hart, LLP, Salt Lake City

STEVE YOUNG's practice focuses on state and local property; sales, income, and severance tax; unclaimed property; and state and local incentives. He represents clients in state and local tax litigation before administrative tribunals, local boards of equalization, courts, and lobbies.

Steve is a Fellow of the American College of Tax Counsel and is a member of the Utah Tax Restructuring and Equalization Task Force, appointed by the Speaker of the Utah House of Representatives in 2019. He also serves as Vice-Chair of the State and Local Tax Committee of the American Bar Association and is the past President of the Tax Section of the Utah State Bar. He also sits on the Board of the Utah Manufacturer's Association. Steve speaks and publishes often on state and local tax matters and is an Editor for the ABA Property Tax Deskbook. Steve earned his M.B.A., J.D., and B.A. from the University of Utah.

Panelist

Phil Dean STATE BUDGET DIRECTOR AND CHIEF ECONOMIST



Governor's Office of Budget and Planning

PHIL DEAN serves as the State Budget Director and Chief Economist in the Utah Governor's Office of Management and Budget (GOMB). In this capacity, he directs the work of GOMB in preparing the Governor's budget recommendations and oversees GOMB's

state revenue estimates and economic analysis. He also teaches economics and public finance as an adjunct professor.

Prior to joining GOMB in 2013, Phil worked for the Utah Legislature for nearly a decade, specializing in the areas of tax and education. He began his professional career in Sacramento, working on the state budget at the California Department of Finance, where he specialized in education. Phil holds master's degrees in public administration (BYU) and economics (University of Utah) and a bachelor's degree in political science and Spanish (BYU).

Breakout Session #1 (cont.)

Talent Recruitment/Retention – Shifting Workplace Expectations

Presenter

**Deborah H. Stone, SPHR,
SHRM-SCP**

Employers Council



With tight labor markets, businesses are competing to attract new candidates and retain existing employees. Discovering how applicants and employees view your workplace and identifying how it meets their expectations will enable businesses to be more competitive. In this session, we'll identify and discuss specific steps to take throughout the hiring and employment process to attract – and keep – effective and engaged employees.

DEBBIE STONE has nearly 30 years of Human Resources experience working with private employers, government agencies and

non-profit entities. Working with Employers Council allows Debbie to support employers in a wide array of issues. She also develops and provides training to help employers understand their legal obligations to their employees while also helping them develop a more engaged workforce. Her strengths include developing and debriefing 360° reviews to coach and support managers and employee engagement.

Previously, Debbie was the Human Resources Director in two large law firms in Washington, D.C. and SLC, UT. She holds a bachelor's degree in Philosophy and in History from George Mason University and a Master of Science in Management from the University of Maryland. She is certified as a Senior Professional in Human Resources (SPHR) and a SHRM Senior Certified Professional (SHRM-SCP).

The New Urgency of Women's Leadership

Presenter

Patricia W. Jones
CEO

Women's Leadership Institute



Do women and men think differently? Find out how our gender differences are complimentary and valuable to the strength of the organization.

PAT JONES was tapped as CEO to lead the Women's Leadership Institute in 2015, an organization addressing Utah's deficiencies in the presence of women at top levels of corporate and political leadership. She is the co-founder and former President of Dan Jones & Associates, a successful public opinion and market research firm.

Senator Jones served in the Utah Legislature for 14 years and in leadership positions 12 of those years. She was a member of the Utah House of Representatives from 2000-2006 and

was elected to the Utah Senate in 2006-2014, serving as the first female leader in either party and in either House.

A University of Utah graduate in Communications (magna cum laude), Jones serves on numerous community and company boards, including Utah Board of Regents, National Education Association Foundation Board, the Salt Lake Chamber Executive Board, Silicon Slopes Board, Utah Commission on Financial and Economic Education, and many others. Her interests are many, but she prefers to move rather than sit. She enjoys exercising, biking, skiing, playing pickle ball, tennis, watching sports (especially basketball and football), reading, politics, cooking, having fun with her children and grandchildren and traveling. Her least favorite thing to do is to wait in long lines. Patricia was married to the late Dr. Dan E. Jones and has four children and 11 grandchildren.

Breakout Session #2

Marketing – It's Not Rocket Science

Do you need more customers? Come participate in a conversation on how simple marketing efforts can help grow your business. This panel will discuss a number of marketing strategies and many marketing channels including print, direct mail, and digital. If growing your customer base, increasing your revenue, or increasing your marketing ROI is important to your business, don't miss this breakout session.

Panelist

Bryan Scott CEO

The City Journals



BRYAN SCOTT currently serves as the CEO of Loyal Perch Media, a local newspaper publishing company that currently operates

13 newspapers in the Salt Lake Valley. The City Journals have been published in the area for over 28 years. Since Bryan was named CEO in 2014, he and his team have grown the number of community newspapers from 7 to 14 titles, serving 16 cities and over 250,000 households in the Valley, making Loyal Perch Media one of the largest media companies in the state.

Panelist

Michael A. Ehinger PRESIDENT

Apex Clean Air



With a decade of successful experience in the HVAC field, **MICHAEL EHINGER** serves as President of Apex Clean Air. With a strong belief in providing industry leading customer service and exceeding customer expectations, Apex Clean Air has been able to establish a strong

presence in both Utah and Colorado. Michael has a real passion for helping those around him succeed with that passion carrying over to his customers. Having and maintaining a great attitude are just two of the eight company values they most attribute to their success. They are devoted to responsibly growing their company and providing the best customer service possible.

Panelist

Krista Numbers DIRECTOR OF MARKETING & PR

St. Mark's Hospital



KRISTA NUMBERS is passionate about building community engagement and works hard to do so in her role as Director of Marketing and PR at St. Mark's Hospital. Prior to working

at St. Mark's, Krista spent 12 years running her own marketing agency. Her love for working with all kinds of people to help them tell their stories is what drives Krista to constantly seek out new marketing tools and platforms. When she isn't working, Krista loves cooking for her family and being active in the outdoors.

Jordan Larson (Chair)
Varex Imaging

Kim Gilbert
Cyprus Credit Union

Ryan D. Nelson
Employers Council

Bryan Scott
The City Journals

Mark Thorne
Thorne and Associates

Maggie Mills
Salt Lake County Library
Services – Hunter Library

Rick Clasby
Utah Trucking Association

Ryan K. Nelson
Zions Bank

Barbara S. Riddle, CMP
ChamberWest Chamber
of Commerce

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Breakout Session #2 (cont.)

Medical Marijuana in the Workplace

Presenter

**RYAN D. NELSON, ESQ.,
SPHR**

UTAH PRESIDENT

Employers Council



Utah law permits individuals with a qualifying medical condition to use medicinal cannabis in Utah. As some of these individuals may also be employees, employers must understand the law and recognize when medicinal cannabis invokes other federal and state employment laws. This session will discuss how employers can effectively prepare for this new reality in business.

RYAN NELSON received his bachelor's degree in Portuguese with a Minor in International Relations from Brigham Young University. Ryan attended law school at the University of Florida in Gainesville during which he balanced his legal studies with his growing family and his legal work as an intern with the Office

of the State Attorney and as a law clerk for a construction law litigation firm.

After graduation, Ryan's law practice encompassed a variety of areas, but one of his significant achievements was an appeal to the Colorado Court of Appeals and later to the Colorado Supreme Court. His work researching, drafting, and arguing before the courts impacted Colorado law and resulted in two published opinions. In 2010, Ryan joined Employers Council. Employers Council is a membership organization serving employers in the seventeen Western states. Employers Council provides services that include legal advice and representation, HR advice and consultation, training, and survey data.

Ryan provides employers with consultative legal advice, with a focus on strategic and practical solutions, in a variety of areas of employment law and human resources. In 2017, Ryan became the Utah President of Employers Council. Ryan is licensed to practice law in Utah, Colorado, and Florida, and holds his SPHR certification.



ChamberWest 2019 Board of Directors

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Varex Imaging

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City of West Jordan

Councilwoman Karen Lang
West Valley City

Julie Cluff
The Joint Chiropractic, Build a Life
After Loss

Kris Carter
Aspire Home Health and Hospice

Linda Milne
Emergency Preparedness
Consultant

Maggie Mills
Salt Lake County Library – Hunter
Branch

Mark Thorne, CPA
Thorne & Associates, CPAs

Michael Finch
PostNet

Steve Buhler
Stephen J. Buhler, Attorney at Law

Breakout Session #2 (cont.)

Best Ways to Maximize YOUR Chamber Investment

This is your chamber. It belongs to the members and community with the mission of strengthening and promoting the shared interests of the business community. Panelists will share insight and tips on how to maximize your chamber investment to benefit your business. Learn how they have utilized their chamber membership to save their company money, take advantage of leadership and professional development, launch and grow a new business, and make key connections to the benefit of the company, themselves and their clients.

Moderator

Ben Horsley DIRECTOR OF COMMUNICATIONS AND COMMUNITY OUTREACH



Granite School District

Before joining the Granite School District, **BEN HORSLEY** served as the Deputy District Director for Congressman Rob Bishop. In his current role, he works to create successful

engagement strategies and breakdown any communication barriers within the community and between the district and its employees. Ben and his wife Heidi are the parents of four boys and one demon diva 6-year-old girl. He loves to take long walks on the beach and his favorite color is red. Ben's hobbies include sky-diving, cliff jumping, African big game hunting, Ninja Warrior competitions, bobsledding, Ultimate Fighting and lying about his hobbies.

Panelist

Jordan Larson GLOBAL FACILITIES ENGINEERING, SUSTAINABILITY, AND REAL ESTATE MANAGER



Varex Imaging

JORDAN LARSON has worked in construction and facilities management for over 20 years and sustainability for over 10 years.

After graduating from the University of Utah in Communications, Jordan went on to pursue construction management at Weber State. In his spare time Jordan loves being outside with his family. Jordan blames his parents for making him environmentally conscious from a young age by introducing him to camping, fishing, hiking, and pretty much anything outside. Jordan currently serves as the Board Chair for ChamberWest.

Panelist

Stephen Smith SITE DIRECTOR



Concentrix

STEVE SMITH is the Site Director for the Concentrix, Taylorsville location. In this position, he oversees site operations and the efforts of just over 500 employees, supporting multiple

client relationships. Steve has been a part of the Concentrix team for over 20 years, serving in roles in Operations, and Client and Workforce Management. Steve has background supporting client and customer engagement business in Financial Services, Telecommunications and Network Technology. Steve is a lifelong Utah resident and SUU graduate (and proud T-Bird!)

Panelist

Julie Cluff CO-OWNER



The Joint Chiropractic, and
OWNER of Build a Life After Loss

JULIE CLUFF is the co-owner of The Joint Chiropractic in West Jordan and West Valley with her husband Ron. Julie is also the founder

and owner of Build a Life After Loss. She is a speaker and the host of the Build a Life After Loss podcast. As a Certified Grief Recovery Specialist and Life Coach, she guides others in individual and group settings to move beyond the pain of grief and create a life of purpose and joy. Julie is the mother of 6 beautiful children including 2 angels and a spectacularly young grandma of 9.

Breakout Session #3

Economic Tsunami – Potential Opportunities for Businesses

The Wasatch Front continues to experience an influx of major development and innovation. In 2020, the west side of the Salt Lake valley will see the completion of the first phase of the Salt Lake City International Airport \$3.6 billion redevelopment project. In addition to the continuation of this project, other major developments are in process including the relocation of the Utah State Prison, an Inland Port, and other major projects attracted to the state. Growth brings opportunity for business in the construction and post-construction phase. Learn about the growth to identify ways your company can take advantage of this wave of development and prosperity.

Moderator

Alan D. Rindlisbacher DIRECTOR OF COMMUNITY STRATEGY



Economic Development
Corporation of Utah (EDCUtah)

ALAN RINDLIBACHER is Director of Community Strategy at Economic Development Corporation of Utah. He is a Utah economic

development champion, having served in several roles as Economic Development Director at the Salt Lake Chamber, Vice President at EDCUtah, Business Development Director at Utah's Division of Business and Economic Development, and as Director of Corporate Marketing at Layton Construction Company. He has also served on many community boards including NAIOP Commercial Real Estate Development Association and Visit Salt Lake.

Panelist

Nicole Cottle, Esq. ASSISTANT CITY MANAGER & GENERAL COUNSEL, COMMUNITY AND ECONOMIC DEVELOPMENT DIRECTOR



West Valley City, Representative on
Utah Inland Port Authority

NICOLE COTTLE is a well-known attorney licensed in both Utah and Wyoming. She has practiced municipal law and specializes in entitlements and real estate law. In addition to her civil municipal practice, Nicole represents private clients in the areas of legislative and government relations, development and land

use, charter law, estate and business planning, and other transactional law.

In 2006 Nicole started a development company with her husband and together they have developed multiple residential properties in Utah. Additionally, Nicole transitioned from Deputy City Attorney to Deputy City Manager and General Counsel for West Valley City in 2009 while continuing her private law and consulting practice. In 2010 Nicole was named the Community and Economic Development Director for West Valley City and in 2012 was named one of Utah's Top 40 under 40 by Utah Business Magazine. Nicole sits on the State Indigent Defense Commission, the Olene Walker Housing Loan Fund Board, and the Inland Port Authority.

Panelist

Todd Bingham PRESIDENT AND CEO



Utah Manufacturers Association

TODD BINGHAM serves as the President and CEO of the 114-year-old Utah Manufacturers Association, a business organization representing more than 1100 manufacturing companies in the State of Utah. Prior to UMA, he was the President of the Utah Mining Association.

He has been involved in the association business for more than 25 years and as a

registered lobbyist representing business and industry in the areas of public policy and governmental affairs. Todd has served on several boards including: The Utah Labor Commission, Occupational Safety and Health Employer Advisory Board, The Rocky Mountain Center for Occupational and Environmental Health, the Economic Development Task Force, Governor's Economic Council, Governors Rural Partnership Board, Workers Compensation Advisory Board, the Air Quality Policy Advisory Board and the Utah Employers Council.

Breakout Session #3 (cont.)

Panelist



Ginger Chinn **MANAGING DIRECTOR OF URBAN & RURAL BUSINESS SERVICES**

Governor's Office of Economic Development (GOED)

As managing director, **GINGER CHINN** directs a strategic growth plan for Utah's industry cluster program and manages GOED's rural programs. Additionally, Chinn oversees GOED's business services including Utah's Business Resource Centers and the Procurement Technical Assistance Centers (PTAC).

Chinn was previously the vice president of external engagement and economic development at the Davis Technical College (DTC) where she directed several areas including Custom Fit training and operations at the Davis and Morgan County Business Resource Centers.

Chinn serves on many organizational boards and is currently serving as honorary commander under Major General Stacey Hawkins at Hill Air Force Base. Chinn graduated from Boise State University earning a degree in social sciences. She also earned a master's degree from Colorado State University in organizational leadership.

Panelist



Joel Nelson **AIRPORT PROPERTY & REAL ESTATE MANAGER**

Salt Lake City Department of Airports

This Department operates and manages the Salt Lake City International Airport (23rd busiest airport in North America and 85th busiest worldwide in terms of passenger numbers) along with two general aviation airports.

JOEL NELSON has been a member of IRWA since 1995 and is a member of the American Association of Professional Landmen since 1989. His career has included real estate purchases, sales, mortgage originations, property management, and eminent domain acquisitions and relocations. Joel has a B.S. degree in Finance from the University of Utah and an M.B.A. degree from Lake Superior State University. He is an Eagle Scout and volunteered for ten consecutive years as a local troop Scoutmaster.

Current Trends in Cybercrime

Presenter



Special Agent Paul Bingham **CYBERCRIME/CYBER SECURITY INVESTIGATOR**

FBI's Salt Lake City Field Office

Learn about the most common and costly events that are affecting Utah businesses, and what you can do to avoid being a victim.

AGENT PAUL BINGHAM has been with the FBI since 1995. Prior to Salt Lake City, Agent Bingham worked in the El Paso, Texas, and San Juan, Puerto Rico Field Offices. He has worked overseas in Panama, Romania, Hungary, United Arab Emirates, Rwanda, and Afghanistan. From 2015 to 2018, Agent Bingham was in

charge of the FBI's office in Buenos Aires, Argentina, overseeing all of the FBI's work in Argentina, Uruguay, and Paraguay.

In addition to cybercrime and cyber security, Agent Bingham's investigative assignments have included white collar crime, violent crime, drugs and gangs, and international terrorism. For 15 years of his career, Agent Bingham was an FBI SWAT team member. He is a certified sniper and firearms instructor.

Agent Bingham holds professional certifications as a Certified Information Systems Security Professional (CISSP), Certified Public Accountant (CPA), and Certified Fraud Examiner (CFE). He earned his bachelor's and master's degrees in Accounting at Brigham Young University. He is married and has four children.

Breakout Session #3 (cont.)

Compensation Structures – Putting Everything on the Table

This panel will take a deep dive into tactics and strategies that business owners and HR Managers can use to retain current employees and/or hire new ones. Since Utah is experiencing historically low unemployment, it is forcing growing companies to become more competitive for their share of the talent pool. Topics for discussion will include pay scales, retirement plans, bonuses, commissions, health insurance, flex spending accounts, and more. This session is for you if a new employee could make a big difference for your business or if the idea of losing one of your great team members keep you up at night.

Moderator

Bryan Scott CEO

The City Journals



BRYAN SCOTT currently serves as the CEO of Loyal Perch Media, a local newspaper publishing company that currently operates

13 newspapers in the Salt Lake Valley. The City Journals have been published in the area for over 28 years. Since Bryan was named CEO in 2014, he and his team have grown the number of community newspapers from 7 to 14 titles, serving 16 cities and over 250,000 households in the Valley, making Loyal Perch Media one of the largest media companies in the state.

Panelist

Judy R. Thimakis, Ph.D., MPA,

Employers Council



JUDY THIMAKIS graduated with a bachelor's degree in Human Resources Management from Westminster College, a master's degree in Public Administration from the University of Utah, and a Doctorate in Leadership Management from the University of Phoenix. Judy's doctoral dissertation focused on the differences of gender and leadership.

Prior to joining Employers Council, Judy worked for public and private organizations in human resources management for over 25 years. As a faculty member at the University of Phoenix, Judy also taught management courses in the School of Business.

Judy specializes in compensation and classification, performance management, training, employee relations, leadership and management development, policy and procedure writing, workforce and succession planning, and HR Consultation.

Panelist

Stacy Hadley PARTNER

NOW CFO



STACY HADLEY joined NOW CFO in 2013, and is a Partner in the Houston, Texas office. She brings substantial experience to her clients, and is currently working on audit preparation, financial statement preparations for publicly traded companies, 10Q and 10K reporting, book clean up, financial analysis, and visibility.

Prior to joining NOW CFO, Stacy had 21 years at CPA firms doing bookkeeping, tax preparation, and performing audits for publicly traded and privately held clients. She was a Compliance and Audit Manager for a large international and publicly held company with nine business units (five of which were outside of the United States). Stacy attended Weber State University, and obtained a bachelor of science and a master's degree in accounting. She is a licensed CPA in the State of Utah, and a member of Greater Houston Partnership, Network Texas and BNI.

Breakout Session #3 (cont.)

Panelist

Summer Jensen INTERNATIONAL HR MANAGER

Young Living



SUMMER JENSEN, International HR Manager at Young Living is a true believer in the power of people. Her role entails creating a strategic vision for over twenty international markets while aligning a global workforce with

Young Living's mission and values. Summer received a Masters in Business Administration and has built a reputation as a key leader in redesigning several HR programs throughout her career. She works closely with her leadership team to identify people strategies that affect the business to drive success through inclusion and consistency. Not only an expert in her field, but avid dog lover and known for her ability to make anyone laugh.

Panelist

Steve Pluim PRESIDENT

TalentTeam



STEVE PLUIM is a military brat, living in 5 states by the end of junior high. His father was a drill instructor and prison warden for the Marines, from which he retired after 23 years of service. Steve has 5 beautiful kids, all of whom attribute their success to...their mother.

He graduated from the University of Utah with a BS in Journalism and Mass Communications, with a minor in history. Steve started

Aerotraffic, the company providing traffic and news information to Salt Lake City area radio and television stations. He eventually sold it to Westwood One.

For the last 10 years Steve has been the President of TalentTeam, a Utah based recruiting and staffing firm. TalentTeam provides staffing strategy consulting and recruiting for a variety of verticals, including warehouse, manufacturing and call centers. Steve's volunteer passion is service to Utah's refugee population. He chairs the Employer Workgroup for the Utah Refugee Services Office and sits on the governor's Refugee Advisory Board.

The **WHY** of ChamberWest

- ▶ **Catalyst** for business growth
- ▶ **Convener** of leaders and influencers
- ▶ **Champion** for a stronger community



Mayoral Updates



Mayor Ron Bigelow

West Valley City

MAYOR RON BIGELOW is currently serving in his second term as the Mayor of West Valley City. In the past, he served as the State Budget Director in the Governor's office for two years and represented West Valley City in the Utah House of Representatives for 16 years.

Ron has extensive experience in accounting, budgeting, and auditing. His legislative experience helps him understand many

government policies and programs. Ron is a graduate of Granger High School, Salt Lake Community College and the University of Utah. He is also a United States Air Force Veteran. Ron has a passion for helping veterans and is currently working to raise funds to build the Veterans Memorial Hall in West Valley City, a place to recognize and honor all Utah Veterans. He has also served as the President for the Bigelow Society for the past 13 years, an organization committed to genealogical research. Ron and his wife, Charlene have lived in West Valley since 1977.



Mayor Kristie S. Overson

City of Taylorsville

MAYOR KRISTIE OVERSON, a lifelong resident of Taylorsville, has worked many years to give back to the community she loves. Her life has centered around public service. Before her election to the city's top job in 2017, Mayor Overson served for six years as a member of the City Council, which she also chaired. She

got her start in city government as a member of the Taylorsville Planning Commission, where she served a remarkable 11 years. Her professional career also has focused on helping others, both as a bookkeeper for a construction supply company and as a para-educator in the area of Special Education with the Granite School District. Mayor Overson and her husband raised their five children in Taylorsville, and they are now trying to keep up with 10 busy grandchildren.



Mayor Jim Riding

City of West Jordan

MAYOR JIM RIDING was elected as Mayor of the City of West Jordan in 2017. Prior to that, he worked for the City of West Jordan for over 15 years in a variety of positions, including construction management, streets, parks, and solid waste. The final years of his professional

career with the City were spent as the city's capital improvement projects manager.

Mayor Riding served in the United States Air Force during Vietnam. He has also served on the PTA nominating committee, as a Utah State Precinct Delegate and in the Boy Scouts of America. Jim and his wife Kathe have been married for almost 50 years, and have called West Jordan home for more than 26 of those years.



ChamberWest Mission Statement

To Strengthen and Promote
the Shared Interests of the
Business Community

Afternoon Keynote Address



Lt. Governor Spencer Cox

Utah's 8th Lieutenant Governor

SPENCER J. COX, Utah's 8th Lieutenant Governor

Lt. Governor Cox is from Fairview, Utah where he currently resides with his wife, Abby and their four children. He is a graduate of Snow College, Utah State University and Washington and Lee Law School. He formerly practiced law with Fabian & Clendenin and was Vice President and General Counsel of CentraCom. He has served as a councilman and mayor of Fairview, as a Sanpete County Commissioner and in the Utah House of Representatives.

Lt. Governor Cox is by statute the chief election officer of the state and the liaison between the governor and legislature. He travels extensively throughout the state supporting economic development and local government solutions. He is committed to strengthening families, transforming education, increasing voter participation, utilizing modern technologies, promoting healthy living and empowering the homeless and impoverished.

He and his family enjoy spending time in Utah's amazing back-country. He also plays the bass guitar with his brother in a local rock band.

Our Collective Economic Future: A State Perspective

LT. GOVERNOR SPENCER COX will share his vision for Utah's economic future, how the State can effectively foster entrepreneurship, and the government's role in modernizing employment opportunities to meet the needs of a 21st-century workforce.

Officers

Jordan Larson, *Chair*
Varex Imaging

Rick Clasby, *Vice Chair*
Utah Trucking Association

Kim Gilbert - *Treasurer*
Cyprus Credit Union

Jon Butterfield, *Past Chair*
Jordan Valley
Medical Center

Members

Bahar Ferguson – Wasatch I.T.

Ben Horsley – Granite School District

Blair Kent – Intermountain Medical
Center

Brian Hayes – NOW CFO

Brian Prutch – Utah Grizzlies/Maverik
Center

Bryan Kowalski – Yamato Transport

Bryan Scott – The City Journals

Catherine Arik – Zions Bank

Cesar Saavedra – A Fur Affair Pet
Salon

Chuck Krivanek – Complete Recovery
Corp

Clint Jensen – Granger Hunter
Improvement District

Councilman Dan Armstrong – City of
Taylorsville

Councilman Chris McConnehey – City of
West Jordan

Councilwoman Aimee Winder Newton – Salt
Lake County

Councilwoman Karen Lang – West Valley City

David Gregersen – The Enterprise

David R. Brickey – City of West Jordan

Debra Lund – FranklinCovey

Don Youngberg – Mountain America Credit
Union

John Taylor – City of Taylorsville

Jonathan Rinehart – Salt Lake City Stars

Julie Cluff – The Joint Chiropractic

Kevin Bruder – Maverik Center

Kris Carter – Aspire Home Health and Hospice

Linda Milne – Emergency Preparedness
Consultant

Lisa Romney – Rocky Mountain Power

Maggie Mills – Salt Lake County Library
Services - Hunter Library

Mark Robinson – St. Mark's Hospital

Mark Thorne – Thorne & Associates, CPAs

Matt Sibul – Utah Transit Authority

Mayor Jim Riding – City of West Jordan

Mayor Kristie Overson – City of Taylorsville

Mayor Ron Bigelow – West Valley City

Michael Finch – PostNet

Mike Anderson – Jordan School District

ChamberWest 2019 Board of Governors

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Mike Rosales – Ken Garff West Valley
Chrysler-Jeep-Dodge

Mike Sivulich – Jacobsen Construction

Nathaneal Budge – Jordan Valley Medical
Center - West Valley Campus

Pamela Gill – Kearns Improvement District

Pila Vaka'uta – GRIFOLS Biomat Taylorsville

Richard Bay – Jordan Valley Water
Conservancy District

Roger Prewett – L3Harris

Ryan D. Nelson – Employers Council

Samantha Lenox – Lucky

Senator Karen Mayne

Stephen Smith – Concentrix

Steve Buhler – Stephen J. Buhler, Attorney
at Law

Spencer Ferguson – Wasatch I.T.

Sue Johnson – R.A. Johnson Excavating

Susan Daniels – SelectHealth

Suzanne Oliver – Mountain America Credit
Union

Ted Sonnenburg – E.T. Technologies, Inc.

Trina Culley – America First Credit Union

Senator Wayne Harper

Wayne Pyle – West Valley City

