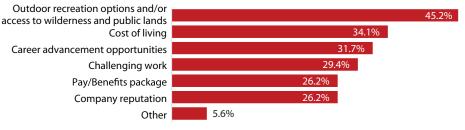


Outdoor Recreation and Utah Business

Utah's tech sector is the fastest growing industry in the state while offering well-paying jobs that often encourage a healthy work-life balance. Access to yearround outdoor recreation is the most important factor to tech employees when deciding to locate or stay in Utah. A companion study of Utah businesses found the outdoor lifestyle helps with locating and expanding operations in Utah, employee recruitment and retention, and the desirability to do business in the state.

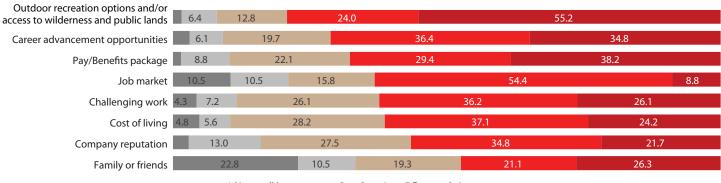
Recruitment efforts used by employers to attract Utah transplants



Source: Kem C. Gardner Policy Institute, Utah Outdoor Partners Survey of Tech Sector Employees, 2021

"Being able to get out and do the things I love makes life worth living. Having access to outdoor places is why I stay in Utah."

Important factors for moving to Utah



■ 1 Not at all important ■ 2 ■ 3 ■ 4 ■ 5 Extremely important

Source: Kem C. Gardner Policy Institute, Utah Outdoor Partners Survey of Tech Sector Employees, 2021

Important factors in moving back to UtahOutdoor recreation options and/r
access to wilderness and public lands
Family7.79.020.561.57.715.426.948.7Career opportunities3.819.233.342.3Cost of living10.427.333.827.3I Not at all important2345 Extremely important

Source: Kem C. Gardner Policy Institute, Utah Outdoor Partners Survey of Tech Sector Employees, 2021

INFORMED DECISIONS™

Utah's outdoor lifestyle and access to recreation are important factors when businesses decide to relocate or expand in Utah. Executives from 50 of Utah's fastest growing companies were interviewed to determine the influence Utah's outdoor recreational opportunities have on location decisions, employee recruitment and retention, and the overall desirability to do business in the state.

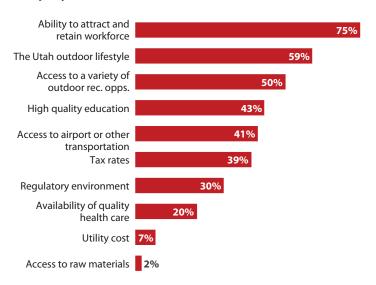
What are your opinions regarding outdoor recreation opportunities and open space, such as parks, trails, mountains, deserts, and wildlife areas?

These opportunities are an essential part of Utah's quality of life	17%		83%
These opportunities are an essential part of Utah's economy	8% 29%		63%
These opportunities help to attract high quality employees and good jobs to Utah	15%	28%	55%
Strongly Disagree 2 3	4	Stro	ngly Agree

Source: Kem C. Gardner Policy Institute, Utah Outdoor Partners Survey of Businesses, 2018.

55%

Which of the following factors were considered in your company's decision to be located in Utah?



Source: Kem C. Gardner Policy Institute, Utah Outdoor Partners Survey of Businesses, 2018.