

BYTES

by Mike Hunter

AI for FinTech Talent

Untapt is a talent marketplace that uses proprietary artificial intelligence to connect leading global FinTech and financial services firms with highly-skilled engineers and technology professionals. The company's powerful data-driven platform uses complete candidate and hiring-side data sets to create precise connections between tech talent and open positions. CEO and co-founder Ed Donner had previously served as a managing director on JPMorgan's global technology team, in which role he had been responsible for hiring technology talent to grow his team, and it was the challenges he'd encountered to both finding and hiring talented, high-caliber developers that inspired him to create a platform that would give the FinTech industry a better system to recruit the right type of professionals from a pool of the top echelon of candidates. untapt.com

Hiring by Video

Recruit is a one-stop-shop career platform where candidates and employers alike can share their qualifications and be matched to opportunity and talented candidates via their portal. Through its video feature, employers can avoid the need to invest time and money in having their first interaction with a potential candidate be a "blind," face-to-face interview. Candidate skills videos provide an upfront and multi-dimensional view into the candidates' experience, skills and personality for the employer to review *before* any interaction is made. Business office environment videos provide a similar service to potential employees by enabling employers to convey their own corporate culture and showcase their company. And video interviews offer the same real-time interaction as face-to-face interviews, with the added benefits of easily inviting co-workers to join the interview, overcoming geographic and weather-related obstacles, and providing the option to record the session to review again later as well as share with a peer. recruit.com

Charge!

Yatra has created an exceptionally durable and rugged phone cable, the 2in1 Super Cable. Made to work with any lightning or micro USB charger, the Super Cable fits iPhone and Android devices. The data and power wire core is housed in aluminum shielding that, in turn is wrapped with a woven steel inner braid and finally an outer jacket of braided nylon, giving it its durable and rugged reputation that the company backs with a three-year warranty. Users can choose between an aluminum or PVC end to complete their cable. This cable is guaranteed to charge and sync with Apple devices for the next five years. shopyatra.com



Engineering Change

► Southland Engineering launched recently from its parent Southland Industries, one of the nation's largest MEP (mechanical, electrical and plumbing) building systems experts, with a vision to bring an integrated approach to a discipline that traditionally operates in siloes. By looking at all the elements of project — from efficiency in the construction process by designing for the construction as well as the final function, to operational cost management of long-term use and maintenance — Southland Engineering's goal is "connected solutions" to serve building owners in all aspects of their building's lifecycle. And by designing for the construction as well as the final function, it adds efficiency to the construction process.

"We're not just starting an engineering firm; we are re-engineering the profession as a whole," explains Michael McLaughlin, executive vice president. "Owners should expect engineers to create solutions that not only solve the technical challenges but also contribute to solving the cost, construction, operation and maintenance challenges simultaneously." According to the Lean Construction Institute, only 30 percent of capital projects meet building owner expectations on budget and delivery date when using a traditional engineering firm model. McLaughlin notes that, although a project may start with a set target budget, influence of other parties induces changes that add to the cost and require redesign — and all that impacts the construction schedule, which further affects the cost. "Our engineering teams are equipped to tackle these

issues and enhance the building process from start to finish."

To illustrate the concept, McLaughlin shares examples of completed projects.

An NFL stadium needed a way to cool the air temperature for the attending crowd. Whereas computation fluid dynamics would typically suggest the solution be 12-foot-diameter ductwork, installed across the field and 300 feet above field level, Southland Engineering proposed using a ring-style construction above the seating. "It saved them millions of dollars, and improved the job safety for those doing the installation," McLaughlin says.

For a manufacturing project, the temperature of the tools was a factor and chillers were being used to manage the temperature. "But that temperature was close to what we could do by evaporative cooling," McLaughlin relates. "That decision saved \$35 million in construction costs and eight months' time."

In another case, laying out the systems to get water where it needed to be, McLaughlin says they discussed the project with the team in the fabrication shop, who designed it with standardized pieces and created it off-site of the building project "so it was ready when it was needed."

Southland Engineering's lobby — which won a design award — expresses the firm's collaborative nature in its openness and circular design. And while the building houses the different disciplines in their own space, they can easily come together for projects at hand. ■

—RaeAnne Marsh

Southland Engineering southlandeng.com



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11 MAR. 2017

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GET REAL

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Class A for Airport & Tempe

Park Garden and Park Bridge at Fountainhead — 127,226 square feet and 164,785 square feet, respectively — is a recently renovated, two-building Class A office campus positioned to meet high demand for the Sky Harbor Airport and Tempe markets, but at a fraction of nearby rental rates. On-site amenities include Lucy's Fountainhead Café and an extensive park-like campus with serenity areas, ponds, waterfalls and fountains. The buildings at Fountainhead offer numerous points of ingress and egress, and are within minutes of downtown Phoenix, downtown Tempe, Arizona State University, Arizona Mills Mall and Sky Harbor International Airport. jll.com/phoenix

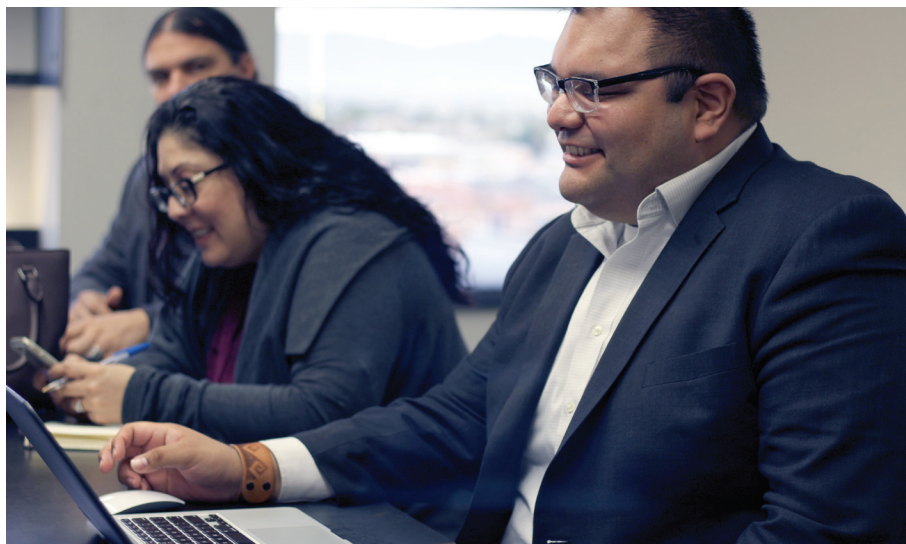
Desert Ridge Marketplace Renovation

Phoenix-based Vestar has commenced the renovation of its shopping center Desert Ridge Marketplace in north Phoenix, which, opened in 2001, served as the cornerstone in generating the Desert Ridge master plan. The \$15-million overhaul will include new furnishings and fixtures, an artistic landscape design, a new brand look and feel and a robust calendar of events. Vestar plans to bring in additional tenants to complement the existing merchandise mix, including various chef-driven restaurant concepts, local boutiques and specialty retailers, along with a range of festivals and events held on the property. shopdesertridge.com



Camelback Corridor Office/Hotel Development

Located on Camelback Road between 28th and 29th Streets, in the heart of Phoenix's Biltmore Financial District, Camelback Collective will be comprised of a 120,000-square-foot, Class A mid-rise office building, a 160-room AC by Marriott hotel, and surface and subterranean parking. Graycor Construction Company will lead the design-build construction for Las Vegas-based developer LaPour Partners. The office building is designed to achieve U.S. Green Building Council's LEED Certification. The project broke ground in February 2017 and is set to deliver Winter of 2018. lapour.com



New Initiative to Support Native American Entrepreneurship

► The American Indian Policy Institute at Arizona State University, in collaboration with ASU's Entrepreneurship + Innovation, The Department co-working space, Maricopa County Small Business Development Center and *The Visionary Business Magazine*, launched the Inno-NATIONS Tribal Business Collision Community — an inter-tribal initiative championing tribal entrepreneurship and economic development across Arizona — this past January.

"This community we are building is really needed in Arizona and in the country. There are no other spaces like it," says Traci Morris, Ph.D., AIPI director and Inno-NATIONS founder. "In fact, there are few tribal incubators in the country. We see the need, and the Phoenix Valley has a very large urban Indian population with a strong commitment to tribal business owners and is surrounded by tribes with tribal enterprises. Now is the time and this is the place."

By spearheading innovative partnerships and leveraging resources from ASU, tribes and community organizations, game-changers at Inno-NATIONS hope the "collision community" will cause a ripple effect of change in tribal communities. The goal is to support up-and-coming Native American entrepreneurs and ignite enterprises to fuel sustainable tribal economies by rejuvenating and modernizing traditional trade networks.

"One of our biggest priorities at ASU is to help diverse entrepreneurs succeed through culturally relevant programming," says Ji Mi Choi, ASU associate vice president for strategic partnerships and programs. "Inno-NATIONS will support Native entrepreneurs to foster solutions that meet the needs of their communities and create economic impact."

The inaugural Inno-NATIONS cohort will be housed at startup co-working hot spot The Department in downtown Phoenix early this month, with the three-day pilot cohort starting in June.

"This is such an exciting and unique endeavor for Indian Country," says Nathan Pryor, chair of the AIPI Advisory Board. "Native people have always been entrepreneurs; Inno-NATIONS will provide the means to grow more formalized tribal businesses through dynamic and contemporary means. We are overwhelmed from the positive support that Inno-NATIONS has received from ASU as we launch this new economic opportunity."

Within a year after launch, plans are in place to expand and relocate the "collision community" to a culturally relevant space housing several anchor tribal businesses, a "maker" space, business incubator and co-working space. ■ —Arizona State University

Inno-NATIONS inno-nations.org



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