

SKYWEST INC  
Form 11-K  
June 29, 2010  
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# SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

## FORM 11-K

FOR ANNUAL REPORTS OF EMPLOYEE STOCK  
REPURCHASE SAVINGS AND SIMILAR PLANS  
PURSUANT TO SECTION 15(d) OF THE  
SECURITIES EXCHANGE ACT OF 1934

ANNUAL REPORT PURSUANT TO SECTION 15 (d) OF THE SECURITIES EXCHANGE ACT OF  
1934

for the year ended December 31, 2009

or

TRANSITION REPORT PURSUANT TO SECTION 15 (d) OF THE SECURITIES EXCHANGE ACT  
OF 1934

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

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Commission File No. 000-14719

**SKYWEST, INC. EMPLOYEES RETIREMENT PLAN**

(Full title of the plan)

**SKYWEST, INC.**

**444 South River Road**

**St. George, Utah 84790**

(Name of issuer of the securities held pursuant to the

Plan and the address of its principal executive office)

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**SKYWEST, INC. EMPLOYEES RETIREMENT PLAN**

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\*Other supplementary schedules required by section 2520-103.10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Security Act of 1974 have been omitted because they are not applicable.

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**Report of Independent Registered Public Accounting Firm**

To the Plan Administrator of the

SkyWest, Inc. Employees Retirement Plan

We have audited the accompanying statements of assets available for benefits of the SkyWest, Inc. Employees Retirement Plan (the Plan) as of December 31, 2009 and 2008, and the related statement of changes in assets available for benefits for the year ended December 31, 2009. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets available for benefits of the SkyWest, Inc. Employees Retirement Plan as of December 31, 2009 and 2008, and the changes in assets available for benefits for the year ended December 31, 2009, in conformity with U.S. generally accepted accounting principles.

Our audits of the financial statements were performed for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2009 is presented for the purpose of additional analysis and is not a required part of the basic financial statements but is supplementary information required by the U.S. Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The supplemental schedule is the responsibility of the Plan's management and has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

/s/ Tanner LC

Salt Lake City, Utah

June 29, 2010



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**SKYWEST, INC. EMPLOYEES RETIREMENT PLAN**

**Statements of Assets Available for Benefits**

	2009	December 31,	2008
<b>Assets:</b>			
Investments, at fair value	\$ 233,515,658	\$	164,997,513
Assets available for benefits, at fair value	233,515,658		164,997,513
Adjustment from fair value to contract value for fully benefit-responsive investment contract	(47,403)		1,205,089
Assets available for benefits	\$ 233,468,255	\$	166,202,602

See accompanying notes to financial statements.

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**SKYWEST, INC. EMPLOYEES RETIREMENT PLAN**

**Statement of Changes in Assets Available for Benefits**

**Year ended December 31, 2009**

<b>Additions</b>		
<b>Contributions:</b>		
Participants	\$	<b>17,914,386</b>
Employer		<b>9,092,600</b>
<b>Total contributions</b>		<b>27,006,986</b>
<b>Net investment income:</b>		
Interest and dividends		<b>3,431,720</b>
Net appreciation in fair value of investments		<b>43,903,485</b>
<b>Total net investment income</b>		<b>47,335,205</b>
<b>Deductions:</b>		
Distributions to participants		<b>7,041,630</b>
Administrative expenses		<b>34,908</b>
<b>Total deductions</b>		<b>7,076,538</b>
<b>Net increase in assets available for benefits</b>		<b>67,265,653</b>
<b>Assets available for benefits:</b>		
Beginning of the year		<b>166,202,602</b>
End of year	\$	<b>233,468,255</b>

See accompanying notes to financial statements

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SKYWEST, INC. EMPLOYEES RETIREMENT PLAN

**Notes to Financial Statements**

**(1) Plan Description**

The following description of the SkyWest, Inc. Employees Retirement Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan document and summary plan description for a more complete description of the Plan's provisions.

**(a) Participation**

SkyWest, Inc. (the Company, Plan Sponsor or Employer) adopted the Plan, effective April 1, 1977. The Plan is a defined contribution plan and is intended to be a qualified retirement plan under Section 401(a) of the Internal Revenue Code (IRC) of 1986 as amended. It is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan has been amended at various times.

The Plan was established to provide employees with an opportunity to accumulate funds for retirement or disability and to provide death benefits for employees' dependents and beneficiaries.

**(b) Eligibility**

Employees who have completed 90 days of service are eligible to participate in the Plan. Participation is available to all employees of the Company and its affiliates. An eligible employee, who has enrolled, shall become a participant on the first day of the month coinciding with or following the date that the employee meets the eligibility requirements. Employees must affirmatively elect to participate in the Plan.

**(c) Participant Accounts**

Individual accounts are maintained for each Plan participant. Each participant's account is credited with the participant's contributions, the Company's matching contribution, and an allocation of investment earnings, and is charged with withdrawals and an allocation of investment losses and expenses. The allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**(d) Contributions**



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Participants elect both the amount of salary reduction contributions and the allocation of the salary reduction contributions among the various investment alternatives within the Plan. Annual salary reduction contributions cannot exceed the lesser of 100% of the participant's eligible compensation or the maximum amount allowable under the IRC, which was \$16,500 during 2009 (\$22,000 for participants age 50 and older).

Employees are eligible for the Company match when they have completed one year of service and have enrolled in the Plan. Employees must be making contributions to the Plan in order to receive the employer match. During 2009, the Company matched 100% of each eligible participant's salary reduction contribution up to levels ranging from 2% to 6% of compensation, based on years of service. Matching contributions are not available to highly compensated employees. Additionally, each year the Company may make a discretionary

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***Contributions cont.***

contribution based on its earnings. An employee is eligible to participate in the discretionary contribution program if he or she has made salary reduction contributions. The Company did not make a discretionary contribution in 2009. Company discretionary contributions have been allocated based on the participants' eligible compensation.

**(e) *Participant-Directed Options for Investments***

Participants direct the investment of their contributions and the Company matching and discretionary contributions into various investments offered by the Plan. Investment options include mutual funds, a common/collective trust fund, and SkyWest, Inc. common stock. Participants may change their election or transfer monies between funds at any time.

Participants with common stock of SkyWest, Inc. in their accounts may direct the sale of the stock and the investment of the resulting monies into other investments offered by the Plan.

**(f) *Vesting and Payment of Benefits***

Participants are immediately vested 100% in their account balances. Benefits are normally paid at retirement, disability, death, or other termination. Benefit distributions may be made in a single lump sum payment, installments, or an annuity. Participants may withdraw funds from the Plan while actively employed subject to specific restrictions set forth in the Plan agreement.

**(g) *Participant Loans Receivable***

The Plan agreement provides for loans to be made to participants and beneficiaries. The loans must bear a reasonable rate of interest, have specific repayment terms and be adequately secured. Under no circumstances can the amount of the loan exceed the lesser of \$50,000 or 50% of the participant's vested account balance.

**(h) *Custodian and Record Keeper***

Wells Fargo Institutional Trust Services provides the record keeping and custodial services for the Plan. Wells Fargo Institutional Trust Services is also a directed trustee of the Plan.

(i) ***Parties-in-Interest***

The Company and Wells Fargo Institutional Trust Services ( Wells Fargo ) are considered Parties-in-interest to the Plan. The Company s common stock and Wells Fargo managed mutual funds are investment options in the Plan.

(2) **Summary of Significant Accounting Policies**

(a) ***Basis of Accounting***

The Plan s financial statements are prepared on the accrual basis of accounting, in accordance with U.S. generally accepted accounting principles.

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**(b) Use of Estimates**

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates that affect the reported amounts of assets available for benefits and disclosure of contingent assets and liabilities at the date of the financial statements and the reported changes in assets available for benefits during the reporting period. Actual results could differ from these estimates.

**(c) Risks and Uncertainties**

The Plan provides for investments in securities that are exposed to various risks, such as interest rate, currency exchange rate, credit and overall market fluctuation. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of assets available for benefits.

**(d) Investment Contract**

Fully benefit-responsive investment contracts held by a defined-contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts, because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

The Plan invests in investment contracts through a collective trust in the Stable Return Fund N4 operated and maintained by Wells Fargo Bank N.A. The statements of assets available for benefits presents the fair value of the investments in the common/collective trust as well as the adjustment of the investment in the common/collective trust from fair value to contract value relating to the investment contracts. The statement of changes in assets available for benefits is prepared on a contract value basis.

**(e) Investment Valuation and Income Recognition**

Mutual funds are valued at quoted market prices, which represent the net asset values of units held by the Plan at year-end. The Company's common stock is valued at the last reported sales price on the last business day of the Plan year. Loans receivable from participants are valued at face value, which approximates the future principal and interest payments discounted at prevailing interest rates for similar instruments. Unrealized appreciation or depreciation caused by fluctuations in the market value of investments is recognized in the statement of changes in assets available for benefits. Dividends and interest are reinvested as earned. Purchases and sales of investments are recorded on a trade-date basis.

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The Plan invests in common/collective trusts, which primarily hold investments in fully benefit-responsive insurance contracts that provide that the Plan may make withdrawals at contract value for benefit-responsive requirements. Accordingly, the Plan's investment in units of the common/collective trusts are presented at fair value in the Statements of Assets Available for Benefits, with an adjustment to its contract value separately disclosed. The common/collective trusts reported fair values are determined as the sum of (a) the fair value of the investments in guaranteed insurance contracts and security-backed investment contracts that are wrapped by an insurance company, bank or other financial institution (collectively,

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***Investment Valuation and Income Recognition cont.***

the Investment Contracts ), as determined by that fund's trustee and (b) the fair value of that fund's investments in externally managed collective investment funds as determined by those funds' trustees. The contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (i) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan); (ii) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions; (iii) bankruptcy of the Plan sponsor or other Plan sponsor events (e.g., divestitures or spin-offs of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA). The Plan administrator does not believe that the occurrence of any such event, which would limit the Plan's ability to transact at contract value with participants, is probable.

**(f) *Distributions to Participants***

Distributions to participants are recorded when paid.

**(g) *Expenses***

The Plan pays substantially all administrative expenses of the Plan, other than legal and accounting fees, which are paid by the Plan Sponsor.

**(h) *Interest and Dividend Income***

Interest income is recorded as earned on the accrual basis. Dividend income is recorded on the ex-dividend date.

**(i) *Termination of Plan***

Although it has not expressed any intent to do so, the Company may terminate the Plan at any time subject to the provisions of the Plan and ERISA. If the Plan is terminated, the participants have a non-forfeitable interest in their accounts.

**(j) *Subsequent Events***

The Plan has evaluated subsequent events through the date the financial statements are issued.

**(k)**                    *Accounting Pronouncements*

In September 2009, the Financial Accounting Standards Board (FASB) released Accounting Standards Update No. 2009-12, *Fair Value Measurements and Disclosures (Topic 820)-Investments in Certain Entities That Calculate Net Asset Value Per Share (or Its Equivalent)*. The update requires additional disclosures about certain assets that use net asset value to measure the fair value of the asset. This update is effective for annual periods ending after December 15, 2009. As a result, the Plan Sponsor has adopted the provisions of the update

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*Accounting Pronouncements cont.*

and has provided the applicable disclosures in Note 6 to the accompanying financial statements.

In January 2010, the FASB released Accounting Standards Update No. 2010-06, *Fair Value Measurements and Disclosures*. This update provides for improved and additional disclosures regarding Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements and Disclosure*. The update is effective for interim periods and annual reporting periods beginning after December 15, 2009 except for disclosures about purchases, sales, issuances and settlements in the roll forward activity for Level 3 fair value measurements which is effective for fiscal years beginning after December 15, 2010 and for interim periods within those fiscal years. The Plan's Sponsor plans to adopt the provisions of this update on December 15, 2010.

**(3) Transactions with Parties-in-Interest**

Transactions in shares of the Company's common stock qualify as party-in-interest transactions under the provisions of ERISA. The Plan held 231,692 and 209,663 shares of SkyWest, Inc. common stock with a fair value of \$3,920,230 and \$3,899,723 as of December 31, 2009 and 2008, respectively.

Plan investments include mutual funds and a common/collective trust fund managed by Wells Fargo, who is also the Plan trustee, and therefore a party-in-interest. While transactions involving Plan assets with a party-in-interest are usually prohibited, these transactions are exempt under ERISA Section 408(b)(8).

Loans to Plan participants totaling \$9,311,383 and \$8,226,290 as of December 31, 2009 and 2008, respectively, are also considered party-in-interest transactions.

**(4) Tax Status**

The Plan has received a determination letter from the Internal Revenue Service ( IRS ) dated December 10, 2008, stating that the Plan is designed in accordance with applicable sections of the IRC and, therefore, the related trust is exempt from taxation. As of December 31, 2009, the Plan was required to make certain corrective distributions in order to remain qualified under IRC 401(a). Subsequent to December 31, 2009, the Plan made the corrective distributions in accordance with the IRS regulations. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes the Plan is being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax exempt.

**(5) Investments**



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During 2009, the Plan's investments (including investments purchased, sold, as well as held during the year) appreciated (depreciated) in fair value as determined by quoted market prices as follows:

Common stock	\$	(6,041)
Mutual funds		43,909,526
	\$	43,903,485

Table of Contents**Investments cont.**

The fair values of individual investments that represent 5 percent or more of the Plan's assets are as follows:

	2009	December 31,	2008
Wells Fargo Stable Return	\$ 23,749,155	\$	21,532,444
Janus Overseas Fund	31,315,058		15,613,323
Vanguard Admiral Intermediate - Term Treasury Fund		*	9,991,451
Neuberger Berman Genesis Fund	12,077,108		9,567,557
MFS Value R4	15,422,152		*

\* Amount was not greater than 5% of the Plan's assets for the respective year.

**(6) Fair Value Measurement**

ASC 820 defines fair value as the price that would be received to sell an asset or paid to transfer a liability (an exit price) in an orderly transaction between market participants at the measurement date. ASC 820 also establishes a fair value hierarchy that requires an entity to maximize the use of observable inputs when measuring fair value. The standard describes three levels of inputs:

Level 1 - Valuation is based upon quoted prices in active markets for identical securities.

Level 2 - Valuation is based upon other significant observable inputs that reflect the assumptions market participants would use in pricing the asset developed on market data obtained from sources independent of the Plan.

Level 3 - Valuation is based upon unobservable inputs that reflect the Plan's own assumptions about the assumptions that market participants would use in pricing the asset developed, based on the best information available.

As of December 31, 2009 and 2008, the Plan held certain assets that are required to be measured at fair value on a recurring basis. Assets measured at fair value on a recurring basis are summarized below (in thousands):

**Fair Value Measurements as of December 31, 2009**

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(in 000 s)

	<b>Total</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
Mutual Funds	\$ 196,536	\$ 196,536	\$	\$
Common Stock	3,920	3,920		
Common/Collective Trust	23,749		23,749	
Participant Loans	9,311			9,311
<b>Total</b>	<b>\$ 233,516</b>	<b>\$ 200,456</b>	<b>\$ 23,749</b>	<b>\$ 9,311</b>

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**Fair Value Measurements as of December 31, 2008**  
(in 000 s)

	Total	Level 1	Level 2	Level 3
Mutual Funds	\$ 131,339	\$ 131,339		
Common Stock	3,900	3,900		
Common/Collective Trust	21,532		21,532	
Participant Loans	8,226			8,226
<b>Total</b>	<b>\$ 164,997</b>	<b>\$ 135,239</b>	<b>\$ 21,532</b>	<b>\$ 8,226</b>

Common/collective trust assets consist of investments in fully benefit-responsive insurance contracts for which the Plan can make withdrawals at contract value for benefit-responsive requirements. The Plan uses the Wells Fargo Stable Return Fund for these investments. This fund also classifies the common/collective trust assets as Level 2.

The following table sets forth a summary of changes in the fair value of the Plan's level 3 assets for the year ended December 31, 2009.

**Level 3 Assets**  
**Year ended December 31, 2009**  
**Participant Loans**

Balances, beginning of year	\$ 8,226,290
Issuances and payments, net	1,085,093
Balance, end of year	\$ 9,311,383

The Plan Sponsor has determined that its investment in the Wells Fargo Stable Return Fund N4 (The Fund) is subject to the additional disclosure requirements under FASB Accounting Standards Update No. 2009-12, *Fair Value Measurements and Disclosures (Topic 820)-Investments in Certain Entities That Calculate Net Asset Value Per Share*. The investment strategy of The Fund is to provide safety of principal with consistency of returns with minimal volatility. The Fund does this by investing in investment contracts and security backed contracts while employing broad diversification among contract issuers and underlying securities. Fair market value for The Fund is deemed to be the net asset value. The Plan Sponsor is able to redeem the investment in The Fund by providing a 12 month notice. Although the notice requires 12 months, Wells Fargo Trust Services has indicated it has the ability to redeem the investment sooner; however, puts plan sponsors on notice that redemption could take up to 12 months. There are no other significant restrictions on the ability to redeem the investment. The Plan Sponsor currently has no plans to sell or redeem its investment in the Fund.

**(7) Plan Amendments**

During 2008, the Plan was amended to change the definition of Compensation and 415 Compensation to comply with recent changes to the Internal Revenue Code Section 415 and to amend certain rollover provisions for non-spousal beneficiaries. During 2009, the Plan was amended to allow participants to elect to make salary deferral contributions in the form of Roth elective deferrals.

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The following differences between the financial statements and the Form 5500 are due to the adjustment from fair value to contract value of the Wells Fargo Stable Return Fund, a fully benefit-responsive investment contract.

Assets available for benefits as presented in the financial statements	\$	233,468,255
Adjustment from contract value to fair value for fully benefit-responsive investment contract		47,403
Assets available for benefits as presented in Form 5500	\$	233,515,658
Net increase in assets available for benefits as presented in the financial statements	\$	67,265,653
Net adjustment from contract value to fair value for fully benefit-responsive investment contract		1,252,492
Net increase in assets available for benefits as presented in Form 5500	\$	68,518,145

Table of Contents**SKYWEST, INC. EMPLOYEES RETIREMENT PLAN****EIN 87-0292166, Plan 001****Form 5500, Schedule H, Part IV, Line 4i Schedule of Assets (Held at End of Year)****December 31, 2009**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(e) Current Value	Number of Units
	* Wells Fargo	Wells Fargo Stable Return	\$ 23,749,1554	532,096
	Janus Capital Corp.	Janus Overseas Fund	31,315,0584	736,825
	The Vanguard Group	Vanguard Admiral Intermediate-Term Treasury Fund	7,843,913	707,296
	Neuberger & Berman Management, Inc.	Neuberger Berman Genesis Fund	12,077,108	307,697
	Merrill Lynch	Merrill Lynch BlackRock	9,045,662	918,341
	* Wells Fargo	Wells Fargo Advantage Growth	9,233,678	664,293
	Oakmark	Oakmark Equity and Income	8,275,435	324,019
	PIMCO Total Return Administrative Shares	Total Return Administrative Shares	7,148,447	661,893
	* SkyWest, Inc.	SkyWest, Inc. Common Stock	3,920,230	231,692
	Davis	Davis NY Venture	5,266,464	169,996
	* Wells Fargo	Wells Fargo Advantage Small Cap Value	6,832,785	249,099
	American Funds	American Funds Growth	5,513,078	203,360
	William Blair & Company	WM. Blair Funds International Growth Fund	4,292,861	231,421
	Wasatch Advisors Inc.	Wasatch Small Cap Growth Fund	8,814,908	287,693
	American Funds	American Funds Europacific	2,597,882	68,873
	MFS	MFS Value R4	15,422,152	742,521
	* Wells Fargo	S & P 500 Index High Balance N	705,817	13,642
	* Wells Fargo	S & P 500 Midcap Index G	552,682	35,360

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T Rowe Price	T Rowe Price Midcap Growth	5,352,697	112,712
Dreyfus	Dreyfus Small Cap Stock Index	280,517	16,868
MFS	MFS International Value R4	3,559,091	156,100

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Goldman Sachs	Goldman Sachs Mid Cap Value	2,037,763	70,316
* Wells Fargo	WF Advtg Dow Jones Target Today	704,927	69,451
MFS	MFS High Yield Opportunities	2,206,302	372,686
* Wells Fargo	WF Advtg Dow Jones Target 2010	1,399,830	116,168
* Wells Fargo	WF Advtg Dow Jones Target 2015	3,022,197	335,800
* Wells Fargo	WF Advtg Dow Jones Target 2020	5,987,147	471,429
* Wells Fargo	WF Advtg Dow Jones Target 2025	7,942,085	914,987
* Wells Fargo	WF Advtg Dow Jones Target 2030	8,614,134	670,883
* Wells Fargo	WF Advtg Dow Jones Target 2035	6,503,692	789,283
* Wells Fargo	WF Advtg Dow Jones Target 2040	7,787,596	558,651
* Wells Fargo	WF Advtg Dow Jones Target 2045	5,328,621	653,818
* Wells Fargo	WF Advtg Dow Jones Target 2050	870,361	106,662
* Plan Participants	loans at 4.25% - 10% interest, with maturity dates through 2024, collateralized by respective participants account balances	9,311,383	1,188
		\$ 233,515,658	

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\* Denotes party-in-interest

Column (d) is not required as all investments are participant-directed

See accompanying report of independent registered public accounting firm.



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SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on their behalf by the undersigned hereunto duly authorized.

Date: June 29, 2010

SKYWEST, INC. EMPLOYEES RETIREMENT PLAN

By: SkyWest, Inc., Plan Sponsor

/s/ Bradford R. Rich  
Bradford R. Rich  
Executive VP and Chief Financial Officer of  
SkyWest, Inc.

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Exhibit Index

Exhibit Number	Description of Exhibit
23.1	Consent of Tanner LC