

**SALT LAKE COUNTY CLERK
ELECTION DIVISION**

01/13/2026

**ANNUAL CONFLICT OF INTEREST
DISCLOSURE**

Utah Code § 17-70-304

Name

Ross Romero

Each of my current employers and my employers during the preceding year:

Name of Employer	Address of Employer	My Occupation and/or Job Title	Description of the Employment
Salt Lake County	2001 South State Street Salt Lake City, Utah	Councilmember	SL County Council

Name of 2nd Employer	Address of Employer	My Occupation and/or Job Title	Description of the Employment
Inclusion Strategies	438 E 200 South SLC, UT	CEO	Consultant

Each entity in which I am an owner or officer, or was an owner or officer during the preceding year:

Name of the Entity	My Position in the Entity	Description of the Type of Business or Activity Conducted by the Entity
Inclusion Strategies	CEO	Consultant

Each individual from whom, or entity from which, I have received \$5,000 or more in income during the preceding year (if I provide goods or services to multiple customers or clients as part of a business or a licensed profession, I am only required to provide this information as it relates to the entity or practice through which I provide the goods or services, and am not required to provide this information as it relates to my individual customers or clients):

Name of the Individual or Entity	Description of the Type of Business or Activity Conducted by the Individual or Entity
Inclusion Strategies	Consultant

Each entity in which I hold any stocks or bonds having a fair market value of \$5,000 or more as of the date of this disclosure form or during the preceding year, but excluding funds that are managed by a third party, including blind trusts, managed investment accounts, and mutual funds:

Name of the Entity	Description of the Type of Business or Activity Conducted by the Entity
Zions Bank	Banking

Name of the 2nd Entity	Description of the Type of Business or Activity Conducted by the Entity
Grangier	Product and Service Company

Name of the 3rd Entity	Description of the Type of Business or Activity Conducted by the Entity
J&J	Medical Product Company

Name of the 4th Entity	Description of the Type of Business or Activity Conducted by the Entity
PG	Product Company

Name of the 5th Entity	Description of the Type of Business or Activity Conducted by the Entity
QualCom	Utilities Company

Each entity not listed above in which I currently serve, or served in the preceding year, in a paid leadership capacity or in a paid or unpaid position on a board of directors:

Name of the Entity or Organization	Type of Position I Hold/Held	Description of the Type of Business or Activity Conducted by the Entity
N/A	N/A	N/A

Real property in which I hold an ownership or other financial interest that I believe may constitute a conflict of interest (optional):

Name of my spouse:

Full Name of Spouse

Cecilia Romero

Each of my spouse's current employers and employers during the preceding year:

Name of Employer	Address of Employer
US Government	Salt lake City, Utah

Name of and brief description of the employment and occupation of each adult who:

a) resides in my household; and

b) is not related to me by blood or marriage:

Full Name of 1st Adult Residing in Your Household	Description of Employment or Occupation
Sandra Barron	Secretary

Description of any other matter or interest that I believe may constitute a conflict of interest (optional):

ATTESTATION

I believe that this form is true and accurate to the best of my knowledge.

Signature

A handwritten signature in black ink, appearing to read "Karen K. Rasmussen".

Date

January 13, 2026