



Grand County's Annual Ethics Pledge

The following pledge is required to be made annually by all officers, employees and volunteers of Grand County:

I, JACQUES HADLER, am an employee or officer of Grand County, Utah. I pledge to adhere to Ordinance 593 (Professional Ethics and Conflicts of Interest), as amended. I acknowledge that I have read and understand Ordinance 593 and its provisions related to improper use of official position, accepting gifts or loans, disclosing privileged information, retaining a financial or beneficial interest in a transaction, nepotism, misuse of public resources or property, outside employment that interferes with productivity, political activity during office hours (except as otherwise provided by law), preferential treatment, and prohibited conduct after leaving office or employment. Additionally, I pledge to disclose all conflicts of interest on the Grand County Disclosure Statement form on or before January 31 of each year and as conflicts arise. I understand that local and state law provide for penalties for violation of specific unethical behavior. Signing this document verifies that I have been provided time to read applicable statutes and ordinances, including Ordinance 593.

I have read Ordinance 593 and I have nothing to disclose on the Grand County Disclosure form at this time.

I have read Ordinance 593 and have made the proper disclosures on the Grand County Disclosure form and submitted to Grand County Personnel Services.

Signature: [Handwritten Signature] Date: 1/13/2026

Title/ Position: Grand County Commissioner