FOURTEENTH AMENDMENT TO EMPLOYMENT AGREEMENT

THIS FOURTEENTH AMENDMENT TO EMPLOYMENT AGREEMENT (the "Amendment") is made and entered into between JOHN R. ROBERTS III (hereinafter referred to as "Employee"), and THE NATOMAS BASIN CONSERVANCY, a California Non-profit Public Benefit Corporation (hereinafter referred to as "Employer") with reference to the following facts:

A. Employee and Employer entered into a certain Employment Agreement (the "Agreement") as of March 22, 2001 and entered into a First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth and Thirteenth Amendment to that Agreement.

B. The purpose of this Amendment is to update the provisions of the Agreement.

IN CONSIDERATION of the mutual promises set forth below, Employee and Employer hereby agree as follows:

1. Section 3 of the Agreement is amended to extend the agreement as follows:

The Agreement's term is hereby extended to March 15, 2019.

2. Employee's compensation is increased in the amount of _____ percent pursuant to the cost of living provisions of the Agreement and _____ percent pursuant to the merit pay provisions of the Agreement.

3. Except as amended herein, the Agreement and its Amendments remain unmodified and in full force and effect.

EMPLOYEE:

_____

JOHN R. ROBERTS III date

EMPLOYER:

THE NATOMAS BASIN CONSERVANCY, a California Non-profit Public Benefit Corporation

_____

DAVIN NORENE, Board Chair date