

THE NATOMAS BASIN CONSERVANCY CONFLICT OF INTEREST POLICY

Purpose

In accordance with the provisions of that certain Implementation Agreement for the Natomas Basin Habitat Conservation Plan, dated December 8, 1997, and entered into by and between the USFWS, CDFW, the City of Sacramento, the County of Sutter and the corporation dated as of June 27, 2003 and July 10, 2003 ("Implementation Agreement"), Directors and employees of the corporation shall be subject to and shall comply with the provisions set forth in Government Code Section 1090 et seq.

Conflict of Interest

In furtherance of the provisions of the Implementation Agreement, the corporation has voluntarily approved and adopted a Conflict of Interest Code ("Conflict Code") that is identical to the requirements and provisions set forth in the Political Reform Act, Code Section 81000 et seq., and the regulations adopted by the Fair Political Practices Commission, Title 2, California Code of Regulations, Section 18730. A copy of the Conflict Code and FPPC Form 700 filings shall be maintained in the offices of the corporation, and shall be available for public inspection and reproduction in accordance with Article X, Section 5 of these Bylaws. All Directors and employees of the corporation shall be subject to and shall comply with the requirements and provisions set forth in the Conflict Code, including without limitation the disclosure and reporting requirements set forth in the Conflict Code.

In addition, the corporation and its directors shall abide by the provisions of Section 5233 of the Non-profit Public Benefit Corporation Law regarding "self-dealing" transactions.

Compliance

Failure to follow this policy can result in possible civil and criminal sanctions against the Conservancy, Board of Directors, it's employees or possible disciplinary action against responsible individuals.