

Exhibit H to Implementation Agreement

Minimization of Impacts Requirements

1. Biological Monitor

A qualified biologist shall monitor all ground-disturbing activities prior and during construction in the Sensitive Habit Sector and will oversee measures undertaken to reduce Incidental Take of Covered Species.

2. Construction Practices

a. KWBA Oversight

During construction a representative of the company with the authority to assure compliance with these Required Management obligations, and adequately trained to understand the obligations imposed hereby and to notice the presence of Covered Species shall be present on the construction site at all times that construction work is ongoing.

b. Delineation of Disturbance Areas Prior and during construction

KWBA shall clearly delineate disturbance area boundaries by stakes, flagging, or by reference to terrain features, as directed by the Department and the Service, to minimize degradation or loss of adjacent wildlife habitats during operation.

c. Signage

Prior and during construction, KWBA shall post signs and/or place fencing around construction sites to restrict access of vehicles and equipment unrelated to site operations.

d. Resource Agency Notification

At least 20 working days prior to initiating ground disturbance for project facilities in designated salvage/relocation areas, KWBA shall notify the Fresno Field Office of the Department and the Sacramento Field Office of the Service of their intention to begin construction activities at a specific location and on a specific date. The Agencies will have 10 working days to notify the KWBA of their intention to salvage or relocate Covered Species in the construction area. If KWBA is notified, they will wait an additional five days to allow the salvage/relocation to take place.

e. Salvage and Relocation

KWBA will allow time and access to the Service and/or the Department, or their designees, to relocate Covered Species, at the Resource Agencies' expense, from construction areas prior to disturbance of areas that have been identified by the Resource Agencies as having known populations of the Covered Species they wish to salvage or relocate.

f. Construction Site Review

All construction pipes, culverts, or similar structures with a diameter of three inches or greater that are stored at a construction site on the Kern Water Bank for one or more overnight periods shall be thoroughly inspected for trapped kit foxes and other animals before the subject pipe is subsequently buried, capped, or otherwise used or moved in any way. Pipes laid in trenches overnight shall be capped. If during construction a kit fox or other animal is discovered inside a pipe, that section of pipe will not be moved or, if necessary, will be moved only once to remove it from the path of construction activity until the animal has escaped.

g. Employee Orientation

An employee orientation program for construction crews, and others who will work on-site during construction, shall be conducted and shall consist of a brief consultation in which persons knowledgeable in endangered species biology and legislative protection explain endangered species concerns. The education program shall include a discussion of the biology of the Covered Species, the habitat needs of these species, their status under FESA and CESA, and measures being taken for the protection of these species and their habitats as a part of the project. The orientation program will be conducted on a as needed basis prior to any new employees commencing work on the Kern Water Bank. Every two years or at the beginning of construction for the Supply/Recovery canal a refresher course will be conducted for employees previously trained. A fact sheet conveying this information shall also be prepared for distribution to all employees. Upon completion of the orientation, employees shall sign a form stating that they attended the program and understand all protection measures. These forms shall be filed at KWBA's offices and shall be accessible by the Department and the Service.

h. Standards for Construction of Concrete Canals

Concrete lined canals will have a side slope of 1.5 to 1 or less and the sides will have a concrete finish which will assist in the escape of animals. If canals are determined by the Department or the Service to be substantial impediments to kit fox movement, plank or pipe crossings will be provided across concrete canals in areas identified by the Resource Agencies as having high kit fox activity.

i. Standards for Construction of Earthen Canals

Earthen canals will have a side slope of 1.5 to 1 or less. With the exception of the supply/recovery canal, interconnected earthen canals may be as wide as 40 feet. If canals are determined by the Department or the Service to be substantial impediments to kit fox movement, plank or pipe crossings will be provided across the canals in areas identified by the Resource Agencies as having high kit fox activity.

3. On-Going Practices

a. Equipment Storage

All equipment storage and parking during site development and operation shall be confined to the construction site or to previously disturbed off-site areas that are not habitat for covered species.

b. Traffic Control

KWBA's project representative shall establish and issue traffic restraints and signs to minimize temporary disturbances. All construction related vehicle traffic shall be restricted to established roads, construction areas, storage areas, and staging and parking areas. Project related vehicles shall observe a 25 MPH speed limit in all project areas except on county roads and state and federal highways.

c. Food Control

All food-related trash items such as wrappers, cans, bottles, and food scraps generated both during construction and during subsequent facility operation shall be disposed of in closed containers and shall be regularly removed from the site. Food items may attract kit foxes onto a project site, consequently exposing such animals to increased risk of injury or mortality.

d. Dog Control

To prevent harassment or mortality of kit foxes or destruction of kit fox dens or predation on this species, no domestic dogs or cats, other than hunting dogs, shall be permitted on-site.

e. Pesticide Use

Use of rodenticides and herbicides on the site shall be permitted only in accordance with the Vegetation Management Plan approved by the Department and the Service or if such use is otherwise approved by the Department and the Service on a case-by-case basis. This is necessary to prevent primary or secondary poisoning of Covered Species utilizing adjacent habitats, and the depletion of prey upon which kit foxes depend.

4. Project Representatives

KWBA shall designate a specific individual as a contact representative between KWBA, the Service, and the Department to oversee compliance with protection measures detailed in this Exhibit. KWBA shall provide written notification of the contact representative to the Department and the Service within 30 days of issuance of the Section 10(a) Permit and Section 2081/2835 Management Authorization. Written notification shall also be provided by KWBA to the Department and the Service in the event that the designee is changed.

5. Notification Regarding Dead, Injured or Entrapped Listed Animals

Any employee who kills or injures a San Joaquin kit fox, blunt-nosed leopard lizard, Tipton kangaroo rat, San Joaquin antelope squirrel, or other Covered Species listed as a threatened or endangered animal under FE SA or CESA, or who finds any such animal either dead, injured, or entrapped shall report the incident immediately to KWBA's representative who shall, in turn, report the incident or finding to the Service and the Department. In the event that such observations are of entrapped animals, escape ramps or structures shall be installed immediately to allow the animal(s) to escape unimpeded. In the event that such observations are of injured or dead animals, KWBA shall immediately notify the Service

and the Department by telephone or other expedient means. KWBA shall then provide formal notification to the Service, and the Department, in writing, within three working days of the finding of any such animal(s). Written notification shall include the date, time, location, and circumstances of the incident. The Service contact for this information shall be the Chief, Endangered Species Division, Sacramento Field Office. The Department contact shall be the Environmental Services Supervisor at the San Joaquin Valley-Southern Sierra Region Headquarters. The Service or the Department will be notified if any other animal which is otherwise a Covered Species is found dead or injured.

6. Construction of Supply/Recovery Canal

Within sixty days prior to the construction of the supply/recovery canal within the zone marked within the Map of the Kern Water Bank, KWBA shall conduct a limited survey within the area of the Kern Water Bank which will be affected by that construction, with the sole goal of identifying potential San Joaquin kit fox dens and/or burrows occupied by burrowing owls. KWBA shall contact the Service and the Department pursuant to the salvage procedures set forth above if any kit fox dens are found.

7. Fully-Protected Species

KWBA, the Service and the Department recognize that certain species found on the Kern Water Bank, including the blunt-nosed leopard lizard, have certain special statutory protections ("Fully-Protected Species") pursuant to sections 3511, 4700,5050 and 5515 of the California Fish and Game Code (the "Fully Protected Species Statutes"). The Department agrees that compliance by KWBA with the following procedures shall constitute compliance with the Fully Protected Species Statutes: (A) KWBA will review with the Resource Agencies all actions which risk causing the Take of a Fully-Protected Species prior to engaging in any such action. (B) KWBA will review the project site, adjacent area and existing survey information to determine the likelihood of the presence of Fully-Protected Species. (C) If the review indicates the presence of Fully-Protected Species in the project site or adjacent area, KWBA will engage in project-specific measures to assure that no Take of such Fully-Protected Species occurs. Measures include monitoring, avoidance, hand excavation and relocation, trapping, enclosures, inspection of trenches, project timing, and modification of project site disturbance areas. Any relocation, trapping or other activity which would be considered a "take" of the species under CESA shall be done either by the Service or at the direction of the Service by individuals who possess their own incidental take permits for scientific purposes from the Service.