



**VIRGINIA AQUATIC RESOURCES TRUST FUND  
SITE QUALIFICATIONS**

**FOR**

**STREAM AND NONTIDAL WETLAND  
MITIGATION PROJECTS IN VIRGINIA**

**REQUEST FOR SITE QUALIFICATIONS**

**DECEMBER 2, 2024**

**First Round Submittals Due by February 28, 2025**

(Refer to submittal schedule for subsequent due dates or as specified in any addenda to this RFP)

**CONFIDENTIAL**

Disclose and Distribute Solely to Employees of The Nature Conservancy having a need to know  
and to Recipient's Employees with a need to know.

# **1. GENERAL ADMINISTRATIVE PROVISIONS**

---

## **1.1. STATEMENT OF PURPOSE**

It is the intention of The Nature Conservancy (“Conservancy” or “TNC”), to solicit Site Qualifications (SQ) for a Contractor or Contractors that can provide one or more **NONTIDAL WETLAND and/or STREAM mitigation project site(s) in identified basins of need** within the Commonwealth of Virginia for which the Virginia Aquatic Resources Trust Fund (VARTF) was utilized as the compensatory mitigation. TNC will also consider lump sum **purchase of mitigation credits** from an approved mitigation bank or banks. Those receiving this Request for Site Qualifications (RFSQ) are referred to as “Contractor.”

### **THIS IS NOT AN ORDER.**

THE NATURE CONSERVANCY (TNC) is a District of Columbia, USA, non-profit corporation with its principal place of business in Arlington, Virginia, USA. TNC has offices across the U.S. and in over 79 countries and territories around the world.

Since 1951, The Nature Conservancy has been working with communities, businesses and people like you to protect more than 125 million acres of land and 5,000 miles of rivers worldwide. We also operate more than 100 marine conservation projects globally. Our mission is to conserve the lands and waters on which all life depends. Our vision is a world where the diversity of life thrives, and people act to conserve nature for its own sake and its ability to fulfill our needs and enrich our lives. Please see [www.nature.org](http://www.nature.org) for more details on what TNC does and where we work.

## **1.2. TNC’S PROCUREMENT PROCESS**

Procurement activities will be conducted in a nondiscriminatory manner with fair treatment given to all Contractors. TNC reserves the right to reject any and all offers for any reason whatsoever, to waive technicalities, and to pursue purchasing in a manner that is in the best interest of the organization.

## **1.3. TNC’S OBLIGATIONS**

TNC incurs no obligation or liability whatsoever by reason of issuance of this RFSQ or action by anyone relative thereto.

## **1.4. CONTRACTOR’S OBLIGATIONS**

Contractor must analyze and respond to all sections of this RFSQ providing sufficient information to allow TNC to evaluate the Site Qualifications. Contractor, by submitting its Site Qualifications, agrees that any costs incurred by the Contractor in responding to this RFSQ, are to be borne by Contractor and may not be billed to TNC.

Contractor’s proposal must match the order in which the RFSQ was submitted or clearly state where the information resides. If TNC has any confusion or difficulty in retrieving the required information from a Contractor’s proposal, it may result in disqualification of such proposal. **Contractor may not have the ability to resubmit its proposal to TNC.**

Contractor shall not use the names, logos, images or any data or results arising from the anticipated contract for advertising without TNC’s prior written consent.

### **1.5 RESTRICTED COMMUNICATIONS**

It is the policy of TNC to avoid situations which (1) place it in a position where its judgment may be biased; (2) create an appearance of conflict of interest with respect to rendering an impartial, fair, technically sound, and objective decision prior to selection; or (3) give an unfair competitive advantage to competing Contractors. Therefore, to ensure an ethical evaluation process, all inquiries or other communications regarding this RFSQ shall be exclusively directed to TNC's authorized Agent, to the person and location specified in Article 2.1. of this RFSQ. Contractors are hereby expressly instructed not to otherwise communicate with TNC's officers or employees regarding this RFSQ. This prohibition is also applicable to Contractor's affiliates, officers, employees, agents, consultants, and subcontractors.

### **1.6 SUBCONTRACTING**

No portion of the work shall be subcontracted without prior written consent of TNC. In the event that Contractor desires to subcontract some part of the work specified in the contract, Contractor shall furnish TNC the names, qualifications and experience of the proposed subcontractor(s). Contractor shall, however, remain fully liable and responsible for the work to be done by subcontractor(s) and shall assure compliance with all the requirements of the contract.

### **1.7 DISPOSITION OF PROPOSALS**

All material submitted in response to this RFSQ will become the property of TNC and may be returned only at the option of TNC and at the expense of the Contractor. Successful and unsuccessful bidders will be notified in writing or via email. TNC shall not be obligated to detail any of the results of the evaluation.

### **1.8 CONTRACTUAL COMMITMENT OF PROPOSAL**

The contents of submitted Proposals will be considered obligations of the successful Contractor. No information should be submitted that is not intended to be incorporated into the Proposal and any contract that may result from such Proposal. If there is any inconsistency between the terms herein and any of the other contract documents, the terms in the other contract documents shall prevail.

### **1.9 CONFIDENTIALITY**

Any data, documentation or other business information furnished or disclosed to the Contractor shall be deemed the property of TNC and must be returned to TNC upon request.

### **1.10 DISCLOSURE STATEMENT**

It is the policy of TNC to identify actual, potential or perceived conflicts of interest in any situation in which TNC has a significant business interest. To assist TNC in complying with this policy, we request that all individuals and/or organizations that will be involved in a proposed transaction with TNC complete our Conflict of Interest Disclosure Form. This relates to people who will be working, directly or indirectly, to respond to this RFSQ, as well as may be doing the resultant work if the Contractor receives the contract.

A completed Conflict of Interest Disclosure Form (Attachment C) should be included with the Contractor's RFSQ response. The information will be kept confidential and given out only on a "need to know" basis.

## 2. SITE QUALIFICATION SUBMISSION AND EVALUATION

### 2.1 SITE QUALIFICATION RESPONSE

Contractor will send response to this RFSQ via email to TNC contact below.

Chris DuBois  
Stewardship Manager  
Email: [cdubois@tnc.org](mailto:cdubois@tnc.org)

### 2.2 PURPOSE

TNC is seeking suitable project sites to meet the mitigation liability generated by unavoidable impacts to wetlands and streams within the Commonwealth of Virginia for which the Virginia Aquatic Resources Trust Fund (VARTF) was utilized as the compensatory mitigation for the issuance of the associated 401/404 permit. The primary objectives are to restore, enhance and/or preserve stream, tidal and nontidal wetland systems in the hydrologic unit basins where the impacts occurred. In general, stream mitigation is comprised of activities that establish floodplain connectivity, stabilize stream banks, establish or protect riparian buffer areas, improve water quality through reduction of erosion and sedimentation, remove barriers to aquatic connectivity, or preserve high quality resources. Such activities can significantly reduce erosion and sedimentation, improve wildlife habitat, and improve water quality. In general, wetland mitigation is comprised of activities that create, restore, enhance, or preserve wetland hydrology and vegetation. Such activities improve wetland functions and may result in gain of wetland acreage in the case of creation and restoration. This RFSQ seeks potential mitigation project sites in the locations listed in Table 1.

**Table 1. Project Site Locations and Needs**

River Basin	Project site must be in one or more of the listed HUCs	Mitigation Type	Credits Generated
Chesapeake Bay	02080102 or 02080108	NTW	30 - 40 <sup>2</sup>
Middle James	2080205 or 2080207	NTW	10+ <sup>3</sup>
Upper James	2080201, 2080202, or 2080203	NTW	10 <sup>2</sup>
Potomac	Priority 02070010 Will consider 02070011	USM	20,000+ Will consider projects with at least 10,000 <sup>1</sup>
Roanoke	03010101 or 03010105	NTW	10 <sup>3</sup>

<sup>1</sup> A minimum of 50% of credits must be restoration/enhancement credits

<sup>2</sup> A minimum of 75% of credits must be restoration/enhancement credits classified as no net loss credits

<sup>3</sup> A minimum of 50% of credits must be restoration/enhancement credits classified as no net loss credits

This RFSQ requires the Contractor to provide mitigation project sites that will meet or exceed the standards for compensatory mitigation in Virginia and meet the requirements of the VARTF 2019 Program Instrument. The mitigation banking guidelines developed and provided by the Virginia Department of Environmental Quality (DEQ) and the United States Army Corps of Engineers – Norfolk District (Corps) should be used to guide the types of mitigation projects identified. General guidelines for wetland and stream mitigation within Virginia and the Unified Stream Methodology (USM) for



stream projects may be found on the [DEQ website](#). In addition to the RFSQ, TNC will consider the following Contractor services.

### **2.2.1 Alternative Considerations to RFSQ**

#### Mitigation Bank Credits

TNC will consider a lump sum purchase of mitigation credits from approved mitigation banks that service the HUCs identified in this RFSQ. If the Contractor is proposing to sell bank credits to TNC, they should provide responses to all questions and requests for information as outlined in this RFSQ. The Contractor shall provide documentation necessary to evaluate the bank site, including but not limited to a letter of credit availability for the amount of credits that may be satisfied by the bank, the signed MBI, current credit ledger balance from RIBITS (if RIBITS is accurate and up to date), etc. Lastly, the Contractor must show that the bank site is in compliance with all terms of the MBI and is in good standing with the Interagency Review Team (IRT).

#### Conversion of Bank Site

TNC **WILL NOT** consider proposals that convert approved mitigation bank sites to VARTF projects. Approved mitigation banks with signed MBIs should not present a proposal that terminates the MBI to allow pursuit of funding the project through VARTF.

### **2.3 SITE QUALIFICATION SUBMISSION REQUIREMENTS**

The Contractor shall provide the following information in response to this RFSQ.

1. **Pre-Proposal Application for Qualified Mitigation Project Sites** (Attachment A)
2. **Signed Conflict Inquiry Form** (Attachment C)

Contractors are to complete the Pre-Proposal Application for Qualified Mitigation Project Sites (Attachment A) and Conflict Inquiry Form (Attachment C). The Conflict Inquiry Form should be completed and signed by both the Contractor and landowner in the case that it is not the same entity. Applications should be concise with details as needed so that TNC may properly evaluate a site's restoration potential and whether the proposed project site may meet TNC's mitigation and conservation goals. Selection of the successful Contractor will be based upon evaluation of the applications in relation to the selection criteria in Section 2.4. TNC will accept multiple site proposals to address the mitigation needs and may select more than one Contractor to provide the services requested in this RFSQ.

TNC reserves the right to make a site visit and request/collect any information that it deems necessary to determine the feasibility of a project site. TNC reserves the right to refuse or disqualify any project/proposal that does not meet its mitigation or conservation goals.

Preferred sites would align with VARTF's Conservation Planning Framework (CPF) which is used to select, secure, and implement aquatic resource restoration, establishment, enhancement, and/or preservation activities. The CPF can be found on the [VARTF website](#). As part of the CPF, VARTF has developed a spatial tool to focus strategy implementation where VARTF mitigation projects can maximize benefits to nature and people at multiple scales. The M-PACT (Mitigation Priority Area Conservation Tool) incorporates TNC's regional and state conservation priority areas as well as state-identified priority areas to locate potential mitigation projects. M-PACT uses a two-tiered spatial prioritization approach designed to address both TNC and partner goals. Tier 1 Priority Areas are based

on TNC's priority resilient and connected terrestrial, freshwater, and coastal networks (RCN) and the Active River Area (ARA). Areas within RCN and ARA that are also within a TNC Landscape Program or regional Focal Landscape will be the highest priority for potential projects. Tier 2 Priority Areas will be used when projects cannot be identified in Tier 1 Priority Areas. These include lands and waters depicted in the Commonwealth's ConserveVirginia map and already-protected lands throughout Virginia. Supporting GIS data may be found at the following links:

**Tier 1 Priority Areas –**

<https://tnc.maps.arcgis.com/home/item.html?id=6f53e08a3b58410081d1934855583c1d>

**Tier 2 Priority Areas –**

<https://vanhde.org/content/map>

**GIS data layers for Tier 1 and 2 Priority Areas may be downloaded here:**

<https://tnc.box.com/s/a0g4e65rdcjxclj75eesgsjkatl4whde>

Contractors that propose project sites that have potential to contribute to TNC's mitigation and conservation goals will be invited to submit a full project proposal package for TNC review and approval. An example of a full project proposal package can be downloaded here: <https://tnc.box.com/s/8tpzulw9cxhj2x26ak9jgr7zzwlxpi19>

## **2.4 SELECTION CRITERIA**

Pre-proposal applications will be evaluated in relation to the project site selection and proposed mitigation activities along with the estimated cost. Additional details of these criteria are described below. Applicants that can meet the selection criteria will be invited to provide a full project proposal package for review and approval by TNC and the IRT.

### Project Site Selection and Proposed Mitigation Activities

- **Credits Generated and Geographic Location**
  - TNC is seeking mitigation projects that will deliver compensation credits (CC) in the Hydrologic Unit Codes (HUCs) within the Commonwealth of Virginia as stated in Table 1.
  - Projects that will generate the CC stated in Table 1 will be given priority in the selection process. Projects that provide more than the listed CC will be considered if costs allow. Projects that provide less than the listed CC will be considered but will be given a lower ranking. Contractors may submit multiple projects to address the range of credits requested.
  - Maps showing the areas encompassed by these HUCs are provided in Attachment B.
- **Project Size**
  - The project must be of adequate size to achieve the initial mitigation goals and ensure long term success with an adequate buffer. A minimum buffer of 100 feet should be included. Projects that protect buffers 200 feet or larger are preferred.
- **TNC Priority Areas/Compensation Planning Framework**
  - Description and mapping of priority areas can be found in "The Nature Conservancy's Watershed Approach to Compensation Planning for the Virginia Aquatic Resources Trust Fund" – Exhibit A of the Program Instrument ([www.nature.org/vartf](http://www.nature.org/vartf)).

- Tier 1 Priority Areas are based on TNC's priority resilient and connected terrestrial, freshwater, and coastal networks (RCN) and the Active River Area (ARA). Areas within RCN and ARA that are also within a TNC Landscape Program or regional Focal Landscape will be the highest priority for potential projects. Supporting GIS data may be found at the following link:  
<https://tnc.maps.arcgis.com/home/item.html?id=6f53e08a3b58410081d1934855583c1d>  
or data layers may be downloaded from this link:  
<https://tnc.box.com/s/a0g4e65rdcjxclj75eesgsjkatl4whde>
- Tier 2 Priority Areas will be used when projects cannot be identified in Tier 1 Priority Areas. These include lands and waters depicted in the Commonwealth's ConserveVirginia map and already-protected lands throughout Virginia. Supporting GIS data may be found at the following link: <https://vanhde.org/content/map> or data layers may be downloaded from this link:  
<https://tnc.box.com/s/a0g4e65rdcjxclj75eesgsjkatl4whde>
- **Protected Lands**
  - Projects immediately adjacent to other protected lands will be given priority in the selection process.
- **Natural Heritage Resources**
  - Projects with VADCR Heritage Elements within or immediately adjacent to the project area will be given priority in the selection process. Any project that will directly benefit an Endangered, Threatened, and/or Sensitive species or community type will be given priority in the selection process.
- **Impaired Waters**
  - Projects that contribute to improved water quality for identified/designated impaired waters will be given priority in the selection process.
- **Ecological Benefits**
  - Projects that have higher ecological benefit (water quality, flood storage, habitat, etc.) will be given priority in the selection process.
- **Mitigation Type**
  - Mitigation type (restoration, creation, enhancement, preservation) will be used in the selection process. Projects that provide restoration, creation, and enhancement opportunities are the priority. Preservation activities may be a component but should not be the focus of the project.
- **Long-Term Site Protection**
  - Projects that will be protected by a conservation easement will be given priority over projects protected by a deed restriction.

#### Cost Estimate

Please include a rough order of magnitude (ROM) cost estimate for protection of the property by acquisition of the land or conservation easement, plus any additional costs proposed for mitigation project services. These services would include the design/build, full delivery, or other services proposed by the Contractor to provide mitigation credits. This ROM cost estimate will

be used to determine the possibility of VARTF's ability to further pursue the project based on available funds in the project watershed.

## **2.5 QUESTIONS REGARDING THE RFSQ**

Contractor may submit written questions regarding this RFSQ to TNC via email listed in 2.1. TNC will post a summary of all questions and answers as an addendum to the RFSQ on TNC's website on the VARTF page at [www.nature.org/vartf](http://www.nature.org/vartf). TNC will use its best efforts to answer questions to provide Contractor the information and time required to submit a complete and accurate application. Contractor understands and agrees that it has a duty to inquire about and clarify any RFSQ questions that the Contractor does not fully understand or believes may be interpreted in more than one way. TNC, however, is not required to answer all questions that are not pertinent to the RFSQ or considered to be TNC's Proprietary information. Contractor also understands and agrees that it is responsible for continually checking the website for addenda to the RFSQ up until the last posted due date of proposals and assuring that all addenda have been reviewed and addressed as applicable in Contractor's site qualification application.

## **2.6 SITE QUALIFICATION SUBMISSION DUE DATE SCHEDULE**

Pre-Proposal Application for Qualified Mitigation Project Sites shall be delivered to TNC in accordance with Section 2.3 with a rolling deadline according to the schedule below or as specified in addenda to this RFSQ to be considered for each review period.

<b>Site Qualification Applications due:</b>	<b>TNC decision to submit full Project Proposal Package by:</b>
February 28, 2025	March 31, 2025
May 31, 2025	June 30, 2025
August 31, 2025	September 30, 2025
November 30, 2025	December 31, 2025

TNC will review RFSQ submissions and invite Contractor to submit a full Project Proposal Package or reject sites after each site qualification application due date. If TNC decides to extend the deadlines for submission of proposals, the new deadlines will be specified in addenda to this RFSQ posted on the [VARTF website](#) a minimum of two weeks prior to the deadline for acceptance of site qualification applications. Contractor understands and agrees that it is responsible for continually checking the website for addenda to the RFSQ up until the last posted due date of proposals.

### **3. ATTACHMENTS**

---

- A Pre-Proposal Application for Qualified Mitigation Project Sites
- B Watershed Maps
- C TNC's Conflict Inquiry Form

## ATTACHMENT A:



## PRE-PROPOSAL APPLICATION FOR QUALIFIED MITIGATION PROJECT SITES

### 1. Applicant Information:

<b>Application Date:</b>	
<b>Project Name/Title:</b>	
<b>Proposed Project Service Type:</b> (Design/Build; Design/Bid/Build; Full Delivery; Other, please explain)	
<b>Company Name:</b>	
<b>Name of Representative:</b>	
<b>Address:</b>	
<b>Phone:</b>	
<b>Email:</b>	

### 2. General Property Information:

<b>Property Address:</b>	
<b>Coordinates (decimal degrees):</b>	
<b>City/County:</b>	
<b>River Basin:</b>	
<b>Project Site 8-Digit HUC:</b>	
<b>Property Acreage:</b>	
<b>Proposed Mitigation Site Acreage:</b>	

### 3. Priority/Suitability of Project Site:

(Please describe the selection criteria related to the project site)

<b>Within or Adjacent to TNC Tier 1 or Tier 2 Priority Areas:</b>	
<b>Protected Lands:</b>	
<b>Natural Heritage Resources:</b>	
<b>Impaired Waters:</b>	
<b>Ecological Benefits:</b>	

#### 4. Proposed Mitigation Types and Potential Credits Generated:

USM Stream Mitigation Activities	Acres/LF		Credits
Stream Restoration (lf)			
Stream Enhancement (lf)			
Buffer Restoration (ac)			
Buffer Preservation (ac)			
Livestock Exclusion AF (lf)			
RTE Species AF (lf)			
Watershed Protection AF (lf)			
5% Conservation Easement			
<b>TOTAL</b>			
Wetland Mitigation Activities	Acres	Ratio	Credits
Wetland Restoration (ac)			
Wetland Creation (ac)			
Wetland Enhancement (ac)			
Wetland Preservation (ac)			
Upland Buffer Restoration (ac)			
Upland Buffer Enhancement (ac)			
Upland Buffer Preservation (ac)			
5% Conservation Easement			
<b>TOTAL</b>			

#### 5. Logistics and Cost:

<b>a. Easement, ownership, and long-term steward plans?</b>
<b>b. Any known deviations from the standard Mitigation Banking Instrument monitoring and reporting planned? (Y/N) If yes, please explain:</b>
<b>c. If Contractor is invited to provide a proposal, estimated time to complete a full project proposal package:</b>
<b>d. Rough Order of Magnitude Cost Estimate (based on proposed project service type):</b>

## 6. Maps\*:

<b>a. Provide vicinity map of property.</b>
<b>b. Provide maps showing the property boundary/mitigation site with aerial photograph and USGS topographic map.</b>
<b>c. Provide map showing proposed mitigation activities along with location of encumbrances or structures within the property, if known (roads, utilities, and associated rights-of-way, culverts, or other structures, etc.).</b>
<b>d. Provide a GIS shapefile of the property boundary/mitigation site.</b>

\*This list represents the minimal requirements to be included with the proposed project site. Additional maps to support the proposed mitigation activity may be included; however, please note projects will be chosen based on the above metrics and not on the amount of baseline data provided.

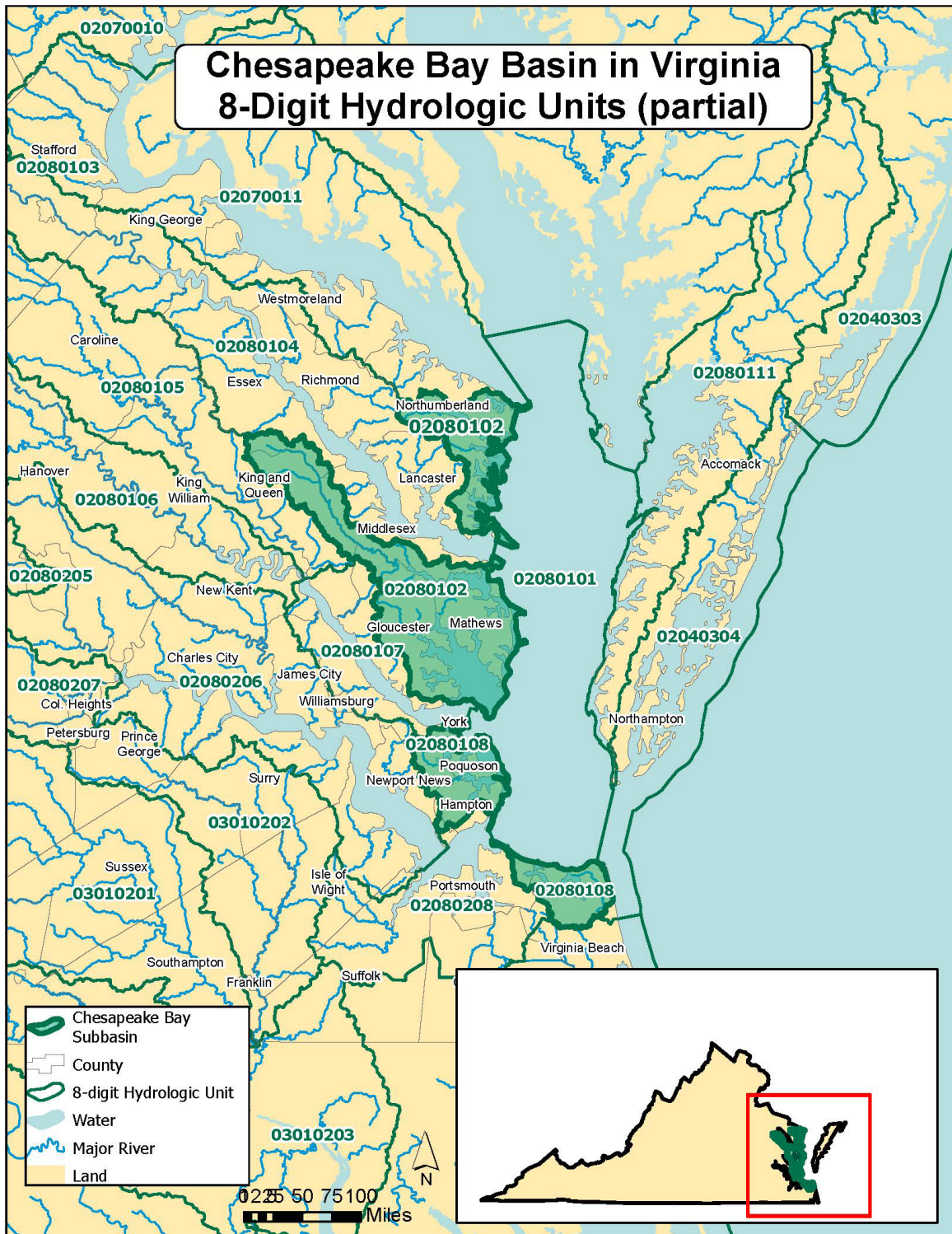
## 7. Project Description:

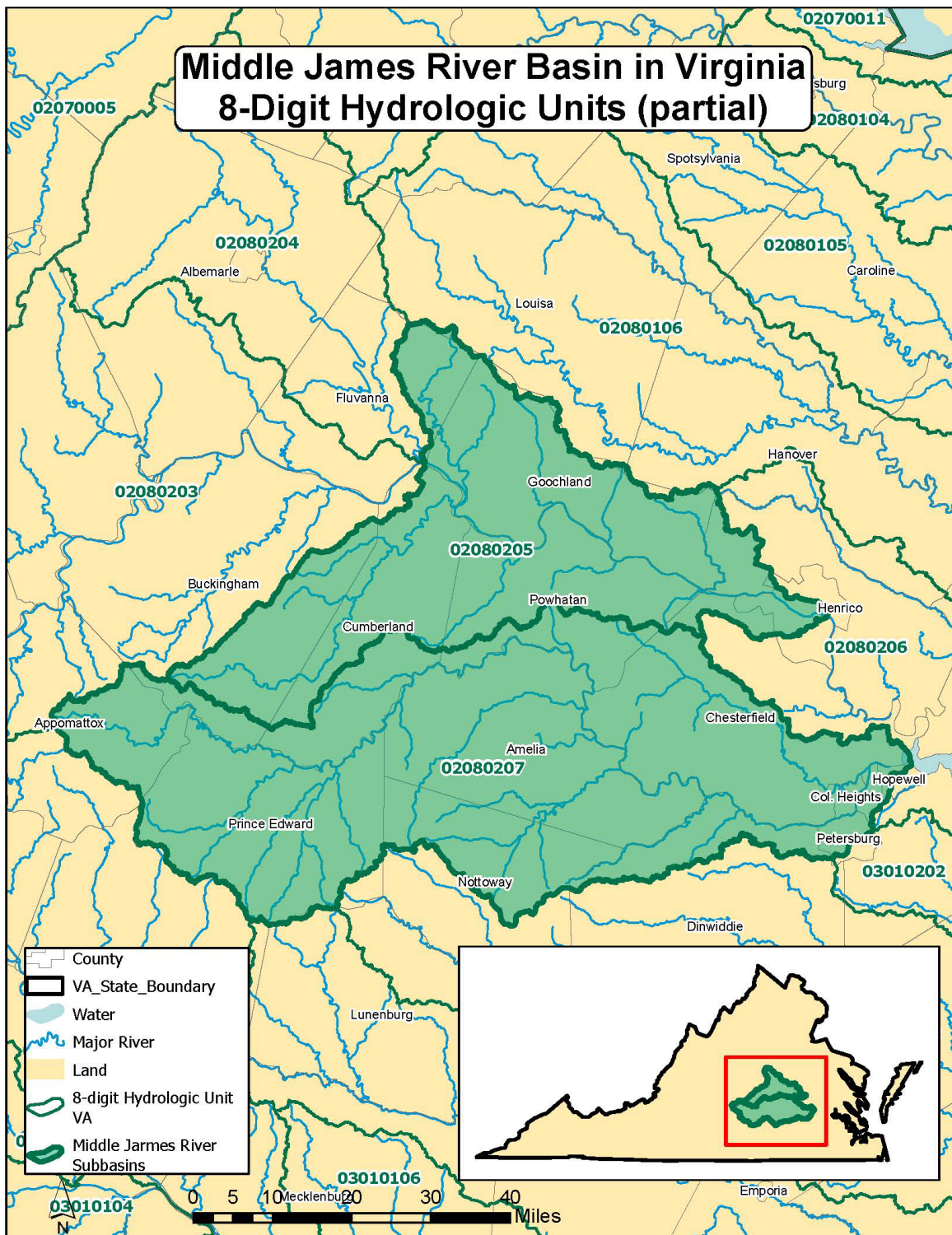
(Briefly describe existing conditions, goals, the need and feasibility of the proposed mitigation activities, project limitations) 1-2 pages maximum.



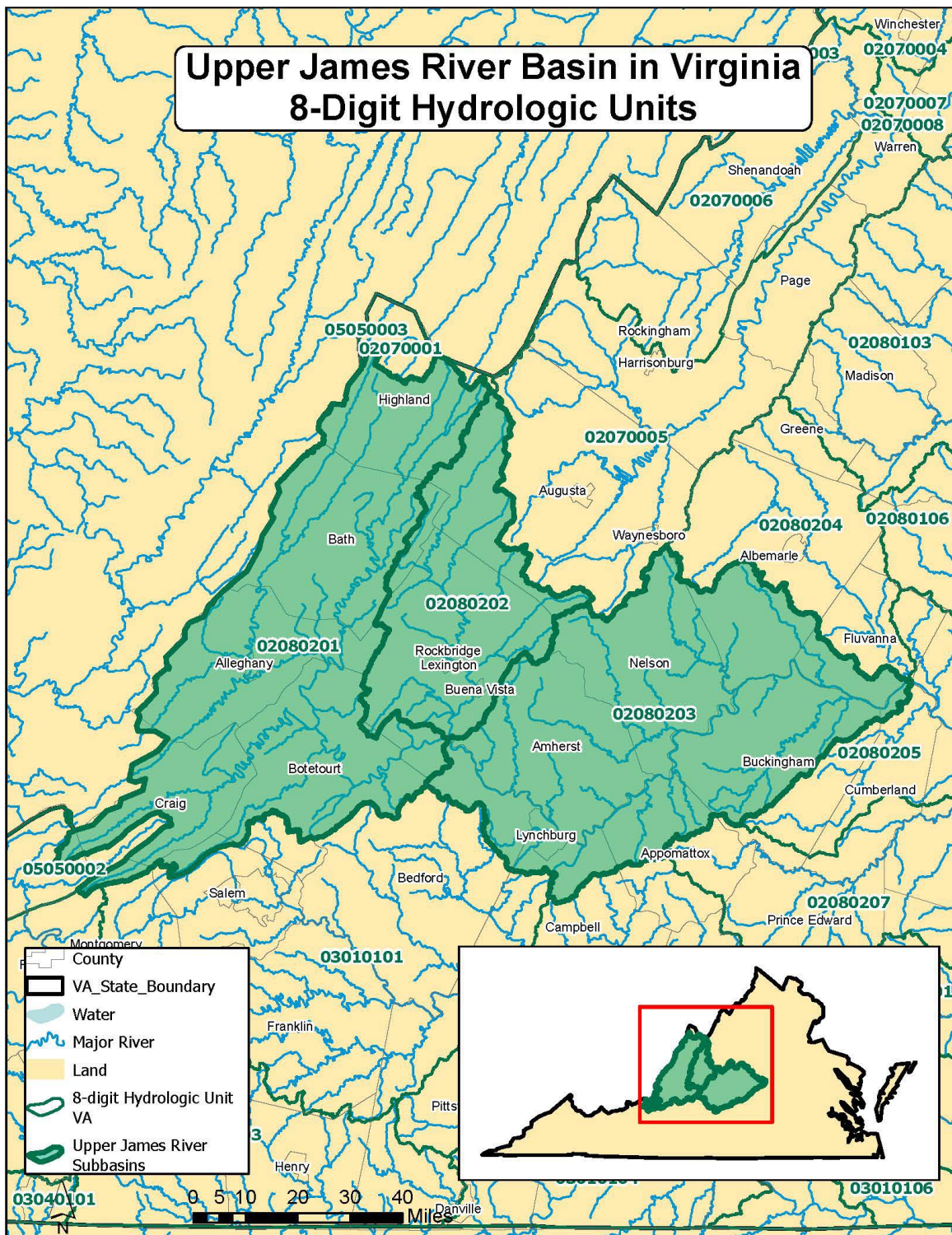
## **ATTACHMENT B: WATERSHED MAPS**

[This space intentionally left blank]



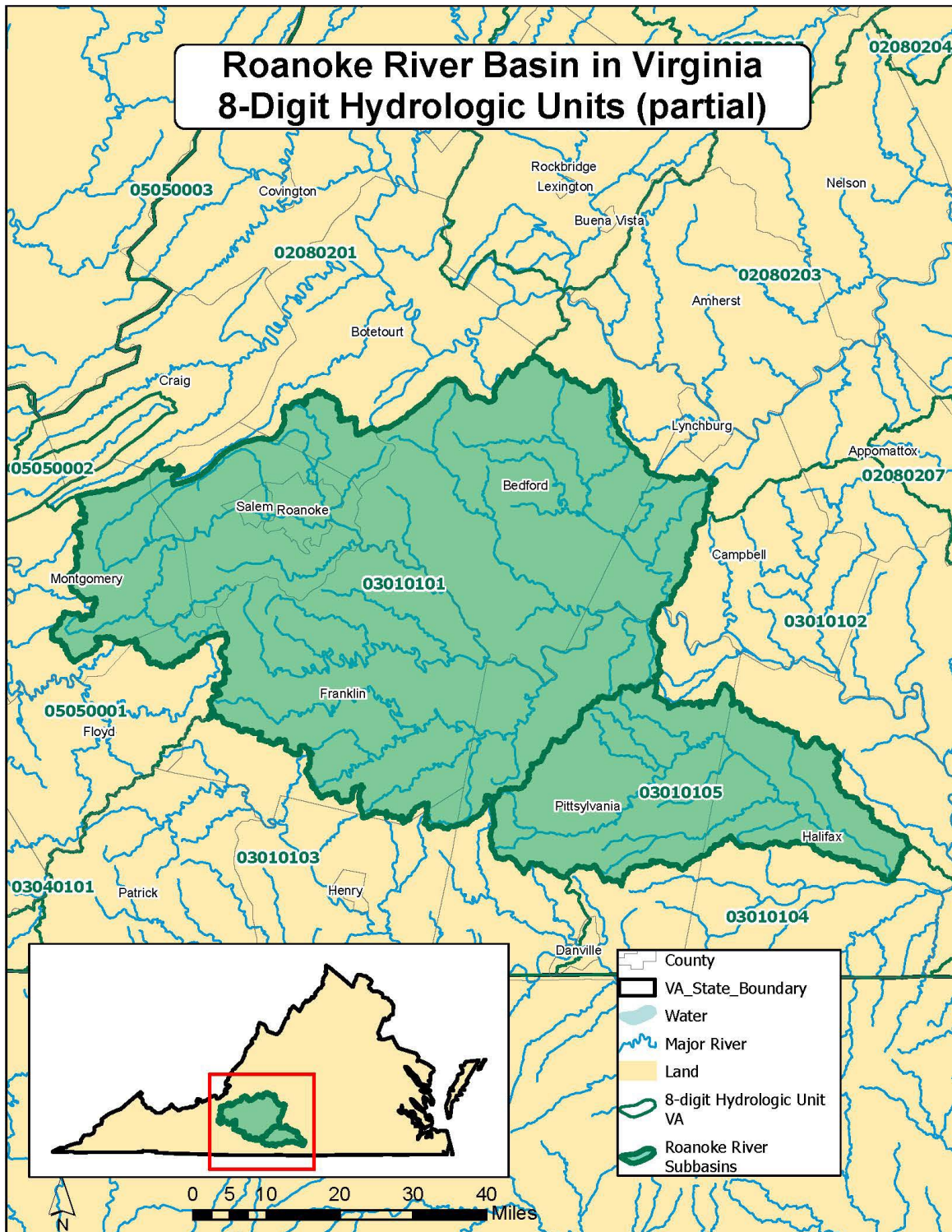












**ATTACHMENT C:**  
**THE NATURE CONSERVANCY CONFLICT OF INTEREST DISCLOSURE FORM**

[This space intentionally left blank]

## CONFLICT INQUIRY FORM

### STEP 1: DESCRIPTION OF PARTIES & TRANSACTION

<b>Name of individual or organization entering into transaction with TNC:</b>	
<b>Legal identity of individual or organization* entering into transaction with TNC (select one):</b>	<input type="checkbox"/> Individual <input type="checkbox"/> For-Profit Organization <input type="checkbox"/> Non-Profit Organization
<small>*"Organization" includes a for profit corporation, partnership, trust, estate, joint venture, limited liability corporation, professional corporation, an unincorporated entity, a foundation, public board, commission, 501(c)(3) or other charitable organization.</small>	
<b>Type of Transaction (select one):</b>	<input type="checkbox"/> Contract for Services <input type="checkbox"/> Grant Agreement <input type="checkbox"/> Purchase Order <input type="checkbox"/> Licensing Agreement <input type="checkbox"/> Real Estate Transaction <input type="checkbox"/> Other
<b>If you selected "Other" or "Real Estate," include description here (for real estate, describe property, size, and type of deal (sale, gift, lease, etc.)):</b>	

### STEP 2: DEFINITIONS & QUESTIONS (Complete only the section relevant to your organization)

- (1) **TNC Key Employees and Board of Directors:** Please refer to the attached list of Key Employees and members of Board of Directors (includes individuals who have left relevant TNC positions within the past five (5) years).
- (2) **TNC Trustee:** Individuals serving as a Trustee or Advisor to TNC.
- (3) **Substantial Contributors:** Individuals or organizations who have made total aggregate contributions to TNC of (i) ≥ US \$5 million during the current fiscal year or (ii) ≥ US \$25 million within the last five (5) fiscal years. Fiscal years run from July 1st through June 30th.
- (4) **Family Members and Close Relatives:** Family members of any individual listed above, such as spouse, domestic partner, parent, sibling, child, dependent, other progeny and ancestors.

SECTION 1. INDIVIDUALS (explain any "yes" answers in Step 3):	Yes	No
a. Are you now, or have you been in the last five (5) fiscal years, (i) a TNC "Key Employee" or (ii) a member of the TNC Board of Directors?		
b. Are you now, or have you been in the last twelve (12) months, (i) a TNC Employee, (ii) a Chapter Trustee, or (iii) a member of a Country Program Advisory Council or a similar advisory group?		
c. Are you a Substantial Contributor to TNC?		
d. To your knowledge, are you a family member or close relative of any individual identified in paragraphs a, b, or c above?		



SECTION 2. FOR-PROFIT ORGANIZATIONS (explain any “yes” answers in Step 3):	Yes	No
a. Is your organization a Substantial Contributor to TNC?		
b. Now, or at the time of the proposed transaction, to the best of your knowledge, do any of the following (individually or collectively with other such persons) (i) own more than <u>35% of the stock or value</u> of your organization (directly or indirectly) and/or (ii) have a controlling influence over the organization’s management or policies (ex. key management or board member): <ul style="list-style-type: none"> <li>• TNC employee (or former employee who left within the last twelve (12) months);</li> <li>• TNC Key Employee;</li> <li>• TNC Board Member;</li> <li>• Substantial Contributor to TNC;</li> <li>• TNC Chapter Trustee or Advisory Council Member for TNC or TNC’s related entities (or former trustees/members who left within the last twelve (12) months); and/or</li> <li>• Family members or close relatives of the above individuals.</li> </ul>		
c. Now, or at the time of the proposed transaction, have or will any TNC Key Employees or members of the Board of Directors serve in the following positions of your organization? <ul style="list-style-type: none"> <li>• Officer, director, trustee, key employee, or partner;</li> <li>• Member (if your organization is a limited liability corporation); and/or</li> <li>• Shareholder (if your organization is a professional corporation).</li> </ul>		
SECTION 3. NON-PROFIT ORGANIZATIONS (explain any “yes” answers in Step 3):	Yes	No
a. Now, or at the time of the proposed transaction, do any of the following (individually or collectively with other such persons) have the ability to influence management of the entity: <ul style="list-style-type: none"> <li>• TNC employee (or former employee who left within the last twelve (12) months);</li> <li>• TNC Key Employee;</li> <li>• TNC Board Member;</li> <li>• Substantial Contributor to TNC;</li> <li>• TNC Chapter Trustee or Advisory Council Member for TNC or TNC’s related entities (or former trustees/members who left within the last twelve (12) months); and/or</li> <li>• Family members or close relatives of the above individuals.</li> </ul>		

**STEP 3: COMMENTS (Explain any “yes” answers checked above. Attach additional pages as necessary.)**

STEP 4: NOTICE OF TNC CODE OF CONDUCT & SIGNATURES

TNC expects itself and everyone with whom it does business to conduct themselves in ways that are consistent with TNC’s Code of Conduct found at [www.nature.org/codeofconduct](http://www.nature.org/codeofconduct). Anyone (whether a part of TNC or not) may contact the TNC Helpline (anonymously, if desired) with questions, concerns, or suspected violations at [www.nature.org/tnchelpline](http://www.nature.org/tnchelpline).

The undersigned certifies the information in the inquiry form is true and correct to the best of their knowledge.

Signature:	
Printed Name:	
Title (if for an organization):	
Address:	
Date of Signature:	

### TNC COVERED PERSONS

The following are individuals who are currently or have been, during the preceding five (5) fiscal years, a TNC “Key Employee” or a member of the Board of Directors of TNC or one of its U.S. Related Entities.

List Current as of October 28, 2024

<u>Current Key Employees/ Officers</u>	<u>Former Key Employees/ Officers</u>	<u>Current Board of Directors</u>	<u>Prior Board Members</u>
Nathalie Augustin David Banks James Bond Neel Broker Matt Brown Jan Glendening Tom Neises Bola Olusanya Asha Shah	James Asp Hans Birle William Ginn Wisla Heneghan Brian McPeck Hugh Possingham Michael Sweeney Leonard Williams	James Attwood, Jr. Amy Batchelor John Bernstein Michelle DePass William Frist Harry Hagey Margaret Hamburg Fred Hu Shirley Ann Jackson Sally Jewell Nancy Knowlton Edwin Macharia Jennifer Morris Roshni Nadar Malhotra Douglas Petno Sergio Rial Fawn Sharp Anna Skoglund Kent J. Thiry Kevin Weil	Shona L. Brown Laurence Fink Joseph H. Gleberman Andrew Liveris Jack Ma Claudia Madrazo Craig McCaw Ana M. Parma Vincent Ryan Rajiv Shah Brenda Shapiro Thomas J. Tierney Moses Tsang Frances A. Ulmer Margaret C. Whitman Ying Wu

### U.S. [Related Entity](#) Covered Persons

BIN = Blue Investments in Nature; CF&R – Conservation Farms & Ranches

<u>Current Key Employees/ Officers</u>	<u>Former Key Employees/ Officers</u>	<u>Current Board of Directors</u>	<u>Prior Board Members</u>
Leah Carriere (BIN) Jerred Dixon (CF&R) Teela Pejisa (CF&R) Angela Ortegon (CF&R)	Stephen Valdes-Robles (BIN) Felicity Fyfe (CF&R) Charlotte Kaiser (BIN)	Svetoslav Gatchev (BIN) Melissa Garvey (BIN) Jeffery Schutes (BIN) Mark Kramer (CF&R) Rodd Kelsey (CF&R) Susan North (CF&R) Ankith Patel (CF&R) Sandi Matsumoto (CF&R)	Diane Miller (BIN) Michael McFadden (CF&R) Scott Morrison (CF&R) Ann Marie Nemanich (CF&R) Jason Pelletier (CF&R)

### Other TNC [Related Entity](#) Covered Persons (If applicable)

<u>Key Employees (members of Related Entity leadership team):</u>	<u>Current Fiduciary Board Members, if applicable:</u>