

THE PRESIDIO TRUST
SENIOR MANAGEMENT REQUIRED OCCUPANCY POLICY

The Board of Directors has determined that it is necessary and in the best interests of the government to require up to three senior level managers to reside on the Presidio. This presence of senior level managers will provide the Presidio Trust with the ability to respond appropriately at the highest levels of management to serious emergencies such as fires, earthquakes, criminal or terrorist activities, storms and natural disasters. This required occupancy will also enable these senior level managers to develop closer ties with the Presidio neighborhoods and to make informed decisions by remaining knowledgeable of Presidio operations and activities at all times.

The senior level managers who are required as a condition of their employment to occupy housing on the Presidio are the Executive Director and up to two other senior level managers having responsibility in the area of facilities operation and/or maintenance, as designated by the Executive Director in consultation with the Board of Directors.

The Executive Director, as the chief executive officer of the Presidio Trust, is required to reside at the Presidio since he or she is responsible for all management decisions.

The other senior level manager or managers are to have direct involvement in overseeing facilities and infrastructure operation, maintenance, repair and/or rehabilitation and are required to reside at the Presidio to be available to lend knowledge and expertise in management decisions.

In the event that personal circumstances would delay or prevent the Executive Director from residing at the Presidio or in the event of a vacancy in the Executive Director position, the Board of Directors may designate a department director or other senior manager to reside at the Presidio in the Executive Director's stead.