

NEWS

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County hires experienced ethics and compliance officer

An attorney and private consultant with years of experience in creating and operating ethics and compliance programs has been selected by the County of San Bernardino to serve as the county's first Chief Compliance & Ethics Officer.

Marcia Sage, who currently serves as managing director of San Diego-based Ethics & Compliance Consulting, begins her work for the county on Monday, April 17.

Ms. Sage will be charged with developing, implementing, and monitoring an effective compliance and ethics program for the county organization, as well as promoting awareness and understanding of positive ethical and moral principles consistent with the county's mission and values. The Board of Supervisors created the position to report directly to County Administrative Officer Mark Uffer and to work closely with Mr. Uffer and the board on a daily basis.

"Filling this position is a vital component of the county's ongoing effort to maintain the public's confidence and sustain the highest level of accountability," said Board of Supervisors Chairman Bill Postmus.

Since 1999, Ms. Sage has launched and oversaw three separate ethics and compliance operations. She advised clients on the design and implementation of ethics and compliance programs, including development of governance policies, ethics codes, employee communications, staff training, and compliance oversight.

"Clearly, Marcia Sage is well-qualified to take the County of San Bernardino's ethics program to the next level and create for the county what we hope will be the best program of its kind in the state," Mr. Uffer said.

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Ethics & Compliance

April 14, 2006

Page 2

Principal of her own ethics & compliance consulting practice before joining the county, Ms. Sage used sports to transition her legal career to ethics.

In late 1999, she co-founded and served as president of The Sports Ethics Institute, an ethics education nonprofit organization that brought ethical considerations to bear on sports-related conduct. Before that, Ms. Sage was affiliated with the Ethics Center at the University of South Florida, where she designed and produced a major international conference that gathered together scores of academics, sports industry executives, journalists, and athletes to explore and debate a wide range of sports ethics topics. She also designed the first ever Ethics & Sports Media conference, again uniting academics from top U.S. colleges with sports media executives and journalists, this time from CBS Sports, HBO Sports, ESPN, Sports Illustrated, The Sporting News, CNN, USA TODAY, The New York Times, The Washington Post, The San Francisco Chronicle, and The Boston Globe.

In addition to moderating Sports Media Ethics, for DGI, Copenhagen; facilitating Violence in Sports for the University of Rhode Island, serving as a panelist on Ethics & The Spirit of Sport at the OATH International Sport Reform Symposium at the United Nations in New York City; contributing to an invitation-only Doping in Elite Sports conference at the Amateur Athletic Foundation of Los Angeles; lecturing on Workplace Ethics at the University of San Diego, and teaching Introduction to Law at the College of the Desert (Palm Desert, CA), Ms. Sage has been quoted by The New York Times, CNN.com, USA TODAY, People Magazine, National Public Radio, The St. Louis-Post Dispatch, Atlanta Journal-Constitution, Seattle Post-Intelligencer, and San Diego Union-Tribune.

She was also a research associate at the Values Institute, University of San Diego; an advisory board member of the National Institute for Sport Reform at State University of New York (Albany), an Ethics Fellow at the Institute for International Sport, University of Rhode Island, and Director & Ethics Counsel of OATH, a Canadian international advocacy group calling for ethical propriety in the IOC and the Olympic Movement.

An active member of the California State Bar, Ms. Sage began her legal career as a practicing attorney in Southern California. From 1985 through the mid 90s she worked in Washington, D.C., as a consulting attorney specializing in employee healthcare benefits.

She received her undergraduate degree in Economics from UCLA and her law degree from Western State University, College of Law. She was awarded a post-doctorate in Taxation from Boston University, where she was on Law Review.

Ms. Sage resides in Rancho Cucamonga.