

COMPENSATION, REIMBURSEMENT AND ATTENDANCE POLICY

Pursuant to and in accordance with Sections 856 and 916-a of the General Municipal Law of the State of New York, the members of the board (the “Board”) of the Niagara County Industrial Development Agency (the “Agency”) shall serve without salary at the pleasure of the Legislature of the County of Niagara, New York (the “Municipality”) but may be reimbursed for reasonable expenses incurred in the performance of Agency duties at the approval of the Board.

The employees and agents of the Agency shall serve at the pleasure of the Agency at such compensation levels as may be approved by the Board from time to time and may be reimbursed for reasonable expenses incurred in the performance of Agency duties at the approval of the Board.

The members of the Board and officers of the Agency shall be available as required to perform the operations of the Agency and as set forth within the By-Laws of the Agency, as may be amended, restated or revised by the Board from time to time. Said members and officers of the Agency shall put forth their best efforts to perform their respective duties as outlined in the By-Laws of the Agency and any other directives of the Board relating to same.