

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 Development Corporation (the “NCDC”) 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 NCDC duties at the approval of the Board.

The employees and agents of the NCDC shall serve at the pleasure of the NCDC 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 NCDC duties at the approval of the Board.

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