

COMPENSATION, REIMBURSEMENT AND ATTENDANCE POLICY

The members of the board of the Niagara Falls Water Board (the “NFWB”) shall serve without salary and may be reimbursed for reasonable expenses incurred in the performance of NFWB duties at the approval of the Board.

The officers and employees of the NFWB shall serve at the pleasure of the Board 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 NFWB duties at the approval of the Board.

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