

**BROOME COUNTY LAND BANK CORPORATION
COMPENSATION, REIMBURSEMENT AND ATTENDANCE POLICY**

The directors of the Broome County Land Bank Corporation (the "BCLBC") shall serve without salary. Directors may be reimbursed for reasonable and necessary expenses incurred in the discharge of their duties, including travel expenses in accordance with the BCLBC's Travel and Discretionary Funds Policy, as such policy may be amended from time to time.

Unless otherwise stated in a written employment agreement, the employees of the BCLBC, if any, shall serve at the pleasure of the Board of Directors at such compensation levels as may be approved from time to time and may be reimbursed for reasonable expenses incurred in the performance of duties, including travel expenses in accordance with the BCLBC's Travel and Discretionary Funds Policy, as such policy may be amended from time to time.

The directors of the BCLBC shall be available as required to perform the operations of the BCLBC as may be required by law and set forth within the By-Laws, or as may be amended, restated or revised from time to time. The directors shall put forth their best efforts to perform their respective duties as may be required by law and as outlined in the By-Laws of the BCLBC and any other directives, policies or procedures of the BCLBC.

As a quorum is required for the Land Bank to conduct business, the directors, together with the Executive Director, are expected to attend all regular and special meetings of the Land Bank.