



**ENERGY IMPROVEMENT CORPORATION
A NEW YORK STATE LOCAL DEVELOPMENT CORPORATION**

COMPENSATION, REIMBURSEMENT AND ATTENDANCE POLICY

The members of the Board of the Energy Improvement Corporation (the "Board") shall serve without compensation and may be reimbursed for actual and necessary expenses incurred in the performance of Corporation duties at the approval of the Board.

The officers and employees of the Corporation shall serve at the pleasure of the Board at such compensation levels as may be approved by the Board from time to time.

Reasonable expenses incurred in the performance of Corporation duties shall be at the approval of the Board or Program Director. Expenses incurred by the Program Director in excess of \$500 shall be approved by the Chair of the Board.

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