

COMPENSATION AND REIMBURSEMENT POLICY

The officers of the Buffalo Fiscal Stability Authority (the "BFSA"), including the chief executive officer and other senior management, shall serve at the pleasure of the Board, with such salary as the Board may from time to time approve, and may be reimbursed for reasonable expenses incurred in the performance of duties, as approved by the Board.

The officers of the BFSA shall be available as required to perform the operations of the BFSA. As such, said officers of the BFSA shall put forth their best efforts to perform their respective duties as outlined in the By-Laws of the BFSA.