

**County of Chautauqua Industrial Development Agency (“CCIDA”),
Chautauqua Region Economic Development Corporation (“CREDC”) and
Chautauqua County Capital Resource Corporation (“CRC”)**

ANTI-NEPOTISM POLICY

This Anti-Nepotism Policy is adopted and applies to all members, directors, committee members, officers and employees of the County of Chautauqua Industrial Development Agency (CCIDA) and its affiliates: Chautauqua Region Economic Development Corporation (CREDC), Chautauqua County Capital Resource Corporation (CRC) and any other affiliated entities that may hereafter be established (hereinafter collectively referred to as the “Agency”) upon approval by the respective Boards of each corporation.

The Agency authorizes the employment of persons from the same household economic unit, or the same immediate family although a separate household economic unit, when their individual qualifications are such that they represent the best choice for a given employment opportunity; however, the Agency seeks to avoid a situation where an employee from the same household economic unit has direct administrative responsibility for the other.

Reviewed and adopted this 26th day of September, 2023
by the respective Boards of each corporation referenced above.