

NYISO 2019 Corporate Incentive Achievement

GATEWAY GOALS						
Goal Description	Results			Final Payout		
1) Maintain Load: No interruption of load because of improper implementation of NYISO operating procedures by the NYISO		No load shedding or interruptions of power (300 megawatts or greater for 15 minutes or longer)		--		
2) Reliability Standards Violations: Maintain compliance with NERC Reliability Standards and NYSRC rules		No formal notifications of non-compliance with NERC Standards or NYSRC Reliability Rules have been received		--		
3a) Functionality: Day-Ahead Market (DAM) schedules posted 100% of the time		All DAM schedules were posted prior to 10:45 PM		--		
3b) Functionality: Maintain Market Information System (MIS) availability		MIS availability was 100%		--		
4) Excellence in Execution: The NYISO, through its actions, will not cause a Market Problem with a material, adverse impact on the market > \$100 million in a 12-month period		No market problems occurred in 2019		--		
QUALITY GOAL						
Goal Description	Threshold (50%)	Target (100%)	Superior (150%)	Results	Weight (%)	Final Payout
5) Quality Goal: Work will be of a high quality as measured by the number and magnitude of quality defects. <u>High Impact Defects:</u> <ul style="list-style-type: none"> Market Problem/ Tariff Violation ≥ \$1 Million Unplanned outages of critical systems > 8 hours Receipt of qualified SOC1 report <u>Low Impact Defects:</u> <ul style="list-style-type: none"> Market Problem/ Tariff Violation > \$100K Unplanned outages of critical systems 1-8 hours Key Planning deliverables missed: Gold book (complete) and CRP by 12/31 DAM schedules posted after 11:00 AM 	No more than one occurrence	No occurrences	No occurrences	No high impact defects	25%	37.5%
	7-9 low impact defects, excluding self-identified Market Problems/ Tariff violations	4-6 low impact defects, excluding self-identified Market Problems/ Tariff violations	≤ 3 low impact defects, excluding self-identified Market Problems/ Tariff violations	No low impact defects		
STRATEGIC GOALS						
Goal Description	Threshold (50%)	Target (100%)	Superior (150%)	Results	Weight (%)	Final Payout
6a) Project Initiatives / Business Plan: Deliver projects identified in the business plan on schedule	≤ 4 missed projects	≤ 3 missed projects	≤ 2 missed projects	19 of 20 projects completed	25%	37.5%
6b) Project Initiatives / Key Project Initiatives: <ul style="list-style-type: none"> EMS/BMS – Deploy by 10/1 Carbon Pricing – Market Design Complete ESR – Development complete More Granular Operating Reserves – Market Design Complete Enhancing Fuel & Energy Security – Study & Recommendations Enterprise Information Management Data Phase IV - Complete Pricing DataMart 	≤ 2 missed projects	≤ 1 missed projects	No missed projects	4 of 6 projects completed	30%	15%
7) Customer Satisfaction & Performance: Score is determined using three (3) survey channels (customer inquiry, MP survey & CEO/Executive survey) and measured as single metric.	83.5%	84.5%	86%	85.4% rating	10%	10%
8) Cost Management: Manage annual operating cost to a level below the RS 1 Revenue Requirement (\$) while achieving the 2019 project commitments.	1.5% below budget	2.5% below budget	3.5% below budget	3.53% below budget (\$5.942M)	5%	7.5%
9) Professional Develop & Workforce Management: Establish adequate bench strength & ensure professional development is in place for effective management succession.	Complete VP/Director level plans.	Extend to Manager level	Extend to Supervisor Level	All VP/Director, Manager, and Supervisor plan completed	5%	7.5%
Final Payout Percentage					115%	