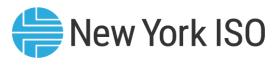


BPWG 2022 PROPOSED CORPORATE GOALS – DRAFT

Note: No Changes proposed to Gateway Goals

		GATE	WAY G	OALS					
1.	Maintain Load	100% reduction			No interruption of load because of improper implementation of NYISO operating procedures by the NYISO				
2.	Reliability Standards Violations	Reduced by financial pe amount or 10 – 20% red based on risk/severity lev for NYSRC, up to a max reduction. However, the percentage will be reduct	uction el, 10% 100% penalty ced by	The NYISO will maintain compliance with NERC Reliability Standards including Planning and Critical Infrastructure Protection Standards. The NYISO will maintain compliance with NYSRC rules.					
3.	Functionality	half for self-identified is 100% reduction	sues.	DAM schedules are posted 100% of the time					
	100% reduction			MIS availability ≥ 99.75%					
4.	Excellence in Execution	100% reduction		Problem	SO, through its actions, will not cause a Market with a material, adverse impact on the market million in a year (12-month period).				
5.	5. Quality Goal – Work will be of a high quality as measured by the number and magnitude of quality defects. Threshold Target Superior Target Definition Payout Payout Weight								
• [] i i i i i i i i i i i i i i i i i i t t t t t t t t t t t t t t t i i i i i i i i i i i i i i i i i i i i	gher Impact Defects: Market Problems/Tariff Violat mpact > \$1M (as measured of dentification) Jnplanned outages of critical to, for example, operational of Receipt of a qualified SOC 1 ower Impact Defects: Market Problems/Tariff Violat resulting from deployment de mpact >\$100K (as measured dentification) Jnplanned outages of critical 48 hours due to, for example, security issues Key Planning Deliverables M Reliability Needs Assessmen Reliability Plan by 12/31 DAM schedules posted in tim	fects, with a financial up to five years prior to systems > <u>48</u> hours due or cyber security issues Report ions, <u>including those</u> fects, with a financial d up to five years prior to systems > 1 hour and < operational or cyber issed: Gold Book by 4/30, <u>t by 11/30</u> Comprehensive	A Lower Impact Defect <u>3</u> 9-or f occurre excludi market	s: ne than currence ND s: ewer ences, ng the ns/ tariff ns that	(100%) Higher Impact Defects: No occurrences AND Lower Impact Defects: 2 or fewer4 to 6 occurrences, excluding the market problems/ tariff violations that are self-	(150%) Higher Impact Defects: No occurrences AND Lower Impact Defects: No more than <u>13-or fewer</u> occurrences, excluding the market problems/ tariff violations that are self- identified	<u>%</u> 2 <u>0</u> 5%		



STRATEGIC GOALS								
Goal Description	Threshold Payout (50%)	Target Payout (100%)	Superior Payout (150%)	Target Weight %				
6. Project Initiatives ⁱ								
 a) Business Plan: Deliver Market Projects on schedule – 254 Major projects identified in Business Plan will be timely completed. 	No more than <u>3</u> 4 missed projects	No more than <u>2</u> 3 missed projects	No more than <u>1</u> 2 missed project s	25%				
 b) Key Project Initiatives 1. Comprehensive Mitigation Review - Deployment 2. Improving Capacity Accreditation - Market Design Complete 3. Internal Controllable Lines - Market Design Concept Proposed 3.4. Dynamic Reserves - Market Design Concept Proposed 5. Microsoft 365 Enhancements - Deployment 4.6. ACC Control Room Renovation - Deployment 7. Outage Management System - Deployment 	No more than 2 missed Key Projects	No more than 1 missed Key Project	No missed Key Projects	30%				
7. Distributed Energy Resources Participation Model	Deployment by December 31, 2022			<u>10%</u>				
8. <u>Complete the Class Year Study</u> <u>The NYISO will complete and present to stakeholders the final</u> <u>draft Class Year 2021 Facilities Study Report by:</u>	<u>June 30, 2022</u>	<u>May 31, 2022</u>	<u>April 29, 2022</u>	<u>5</u> %				
7.9. Customer Satisfaction and Performance Index The customer satisfaction and performance score is determined using three survey channels and measured as a single metric. The Customer Inquiry, Market Participant Survey and CEO/Executive Survey inform the achievement of	84.5%	86.0%	87%	5%				
this goal.								



10. Average Time to Fill Vacant Positions The NYISO will reduce the average number of calendar days it takes from the time a position becomes vacant to the time an offer of employment is made.	Reduce by 7 Calendar Days	Reduce by 14 Calendar Days	Reduce by 21 Calendar Days	5 <u>%</u>	
8. Cost Management NYISO will manage annual operating cost to a level below the approved annual Rate Schedule 1 Revenue Requirement (\$) while achieving the 2021 project commitments in the Business Plan.	1.5% Below Budget	2.5% Below Budget	3.5% Below Budget	5%	
Total Achievable	50%	100%	150%		

ⁱ Goal 6: Reprioritization Process

Reprioritization Process – If reprioritization of Project Initiatives is required, a presentation to the Board will occur to identify the following:

- 1) Reason for the reprioritization (i.e. Regulatory Action or Order, Market Inefficiency)
- 2) Project deliverables that will be adjusted
- 3) Newly identified projects that will be added to the work plan
- 4) Stakeholder feedback regarding the reprioritization as received from the Budget & Priorities Working Group
- 5) Project Status reporting will be reviewed and updated for impacted projects. The intent of this step is to provide transparency regarding the status and specific reasons projects are being deferred or eliminated. A recommendation will be provided to the Board regarding if there should be any project "misses" identified for the purpose of the incentive plan.

The project plan will be modified to reflect the revisions and the incentive achievement will be measured against the revised plan, unless the Board provides definitive direction <u>not</u> to implement the reprioritization effort or recommends an alternate approach regarding the incentive plan.