






March 29, 2023 BPWG NYISO 2022 Corporate Goals Achievement

GATEWAY GOALS						
Goal Description	Results			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: The NYISO will maintain compliance with NERC Standards and NYSRC rules.		No formal notifications of non-compliance with NERC Standards or NYSRC Rules.		--		
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 $\geq 99.75\%$.		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 year (12-month period).		No market problems greater than \$100M occurred in 2022		--		
QUALITY GOALS						
Goal Description	Threshold (50%)	Target (100%)	Superior (150%)	Results	Weight (%)	Payout
5) Quality Goal: Work will be of a high quality as measured by the number and magnitude of quality defects. <u>Higher Impact Defects:</u> <ul style="list-style-type: none"> Market Problem/ Tariff Violation \geq \$1 Million (as measured up to five years prior to identification) Unplanned outages of critical systems > 4 hours due to, for example, operational or cyber security issues Receipt of qualified SOC1 report <u>Lower Impact Defects:</u> <ul style="list-style-type: none"> Market Problem/ Tariff Violation > \$100K (as measured up to five years prior to identification) Unplanned outages of critical systems 1-4 hours due to, for example, operational or cyber security issues Key Planning deliverables missed: Gold Book by 4/30/22 and RNA by 11/30/22 DAM schedules posted after 11:00 AM 	No more than one higher impact defect	No higher impact defects	No higher impact defects	No higher impact defects	20%	30%
	AND	AND	AND	AND		
	≤ 3 lower impact defects, excluding self-identified Market Problems/ Tariff violations	≤ 2 lower impact defects, excluding self-identified Market Problems/ Tariff violations	≤ 1 lower impact defects, excluding self-identified Market Problems/ Tariff violations	No lower impact defects		
STRATEGIC GOALS						
6a) Project Initiatives / Business Plan: 24 Major projects identified in Business Plan will be timely completed.	≤ 3 missed projects	≤ 2 missed projects	≤ 1 missed projects	23 of 24 projects completed	25%	37.5%
6b) Project Initiatives / Key Project Initiatives: <ul style="list-style-type: none"> Comprehensive Mitigation Review – Deployment Improving Capacity Accreditation – Market Design Complete Internal Controllable Lines – Market Design Concept Proposed Dynamic Reserves – Market Design Concept Proposed Microsoft 365 Enhancements – Deployment ACC Control Room Renovation – Deployment Outage Management System - Deployment 	≤ 2 missed projects	≤ 1 missed projects	No missed projects	7 of 7 projects completed	30%	45%
7) Distributed Energy Resource Participation Model	Deploy by 12/31/22			Not complete	10%	0%
8) Complete Class Year Study	5 Months from Receipt of all 1st Draft Part 1 Study Results	4 Months from Receipt of all 1st Draft Part 1 Study Results	3 Months from Receipt of all 1st Draft Part 1 Study Results	Completed within 3 months	5%	7.5%
9) Customer Satisfaction & Performance: Score is determined using three survey channels (customer inquiry, MP survey & CEO/Executive survey) and measured as a single metric.	84.5%	86.0%	87.0%	86.4% rating	5%	5%
10) Talent Acquisition and Retention: Vacancy rate, Time to fill vacant positions, Avg. Retention Rate, Talent Retention Rate, and Offers Accepted Rate	3 of 5 Metrics Improved	4 of 5 Metrics Improved	5 of 5 Metrics Improved	4 of 5 Metrics Improved	5%	5%
Final Payout Percentage					130%	