






GATEWAY GOALS						
Goal Description	Results			Final Payout		
1. <b>Maintain Load:</b> No load shedding or loss of power ≥ 300 MW for ≥ 15 minutes		No load shedding or interruptions of power (300 megawatts or greater for 15 minutes or longer)		--		
2. <b>No Reliability Standards Violations:</b> Maintain compliance with NERC Standards & NYSRC Rules		No formal notifications of non-compliance with NERC Standards or NYSRC Reliability Rules have been received		--		
3a. <b>Functionality:</b> Day-Ahead Market (DAM) schedules posted timely		All DAM schedules were posted prior to 10:45 PM		--		
3b. <b>Functionality:</b> Maintain Market Information System (MIS) availability		MIS availability was 100%		--		
4. <b>Excellence in Execution:</b> No market problems > \$100 million in a 12-month period		No market problems occurred in 2018		--		
QUALITY GOAL						
Goal Description	Threshold (50%)	Target (100%)	Superior (150%)	Results	Weight (%)	Final Payout
<b>5. Deliver High Quality Work:</b> Measures the number of high impact and low impact defects: <u>High Impact:</u> <ul style="list-style-type: none"> <li>Market Problem or Tariff Violation ≥ \$1 Million</li> <li>Unplanned outages of critical systems ≥ 8 hours</li> <li>Qualified SOC1 Audit opinion</li> </ul> <u>Low Impact:</u> <ul style="list-style-type: none"> <li>Market Problem or Tariff Violation &gt; \$100K, excluding those that are self-identified</li> <li>Unplanned outages of critical systems &gt; 1 hour</li> <li>Load &amp; Capacity Data Report (Gold Book) delivered after the April 30, 2018 deadline</li> <li>Reliability Needs Assessment (RNA) delivered to the Board after the November 30, 2018 deadline</li> <li>DAM schedules posted after the 11:00 AM Tariff deadline, but prior to 10:45 PM</li> </ul>	≤ 1 high impact defects  AND  ≤ 9 low impact defects	No high impact defects  AND  ≤ 6 low impact defects	No high impact defects  AND  ≤ 3 low impact defects	<b>No high impact defects &amp; 2 low impact defects</b>	30%	45%
STRATEGIC GOALS						
Goal Description	Threshold (50%)	Target (100%)	Superior (150%)	Results	Weight (%)	Final Payout
<b>6a. Complete 2018 Business Plan Project Commitments:</b> Deliver market projects identified in business plan on schedule	≤ 4 missed projects	≤ 3 missed projects	≤ 2 missed projects	<b>24 of 25 Projects Completed</b>	25%	37.5%
<b>6b. Complete Key Project Initiatives:</b> <ul style="list-style-type: none"> <li>EMS/BMS Upgrade (multi-year project)</li> <li>Integrating Public Policy</li> <li>Granular Pricing &amp; Market Price Delivery</li> <li>Energy Storage Integration &amp; Optimization</li> <li>Comprehensive System Planning Process Review</li> <li>Interconnection Project Queue (Portal) Automation</li> <li>Buyer Side Mitigation: Repowering</li> <li>Alternative Methods for Determining Locational Capacity Requirements</li> </ul>	≤ 2 missed projects	≤ 1 missed projects	No missed projects	<b>7 of 8 Projects Completed</b>	30%	30%
<b>7. Customer Satisfaction &amp; Performance Index:</b> Results of the Customer Satisfaction Index and the Performance Index that is comprised of several survey feedback channels	83.5%	84.5%	86%	<b>84.7% Rating</b>	10%	10%
<b>8. Cost Management:</b> Reduce hardware and software maintenance, subscription costs, and professional fees	\$500k Savings	\$750k Savings	\$1M Savings	<b>\$869k Savings</b>	5%	5%
<b>Total Payout Percentage</b>						<b>127.5%</b>