PROPOSED AGENDA
JOINT GOVERNANCE COMMITTEE MEETING
March 18, 2025 – 10:45 a.m. (approximately)

Members: **Chair Bethaida Gonzalez, John R. Koelmel, Dennis Trainor, Cecily Morris, Lewis Warren, Jr.**

1. **Adoption of the March 18, 2025 Proposed Meeting Agenda**
2. **Motion to Conduct an Executive Session**
3. **Motion to Resume Meeting in Open Session**
4. **Discussion Agenda:**
   a. Diversity, Equity, Inclusion and Accessibility Update - (Nancy Harvey)
   b. Artificial Intelligence (AI) Strategy Update - (Ronald Carroll)
   c. Committee Governance Update – (Joseph Gryzlo)
5. **Consent Agenda:**
   a. New York Power Authority and Canal Corporation Ethics and Compliance Program Report (Joseph Gryzlo)
   b. Procurement and Related Reports for New York Power Authority and Canal Corporation (January – December 2024) -- Resolution (John Canale)
   c. Annual Report of Procurement Contracts, and Annual Review of Open Procurement Service Contracts -- Resolution (John Canale)
   d. Annual Review and Approval of Guidelines and Procedures for the Disposal and Acquisition of Real Property, and Annual Reports for the Disposal and Acquisition of Real Property – Resolution (Allison Shea)
   e. Annual Review and Approval of Certain Policies for New York Power Authority and Canal Corporation -- Resolution (Karina Saslow)
   f. New York Power Authority and Canal Corporation 2024 Annual Board Evaluation Pursuant to Sections 2800 and 2824of the Public Authorities Law and Guidance of the Authorities Budget Office -- Resolution (Chair Gonzalez)
   g. Annual Review and Approval of Guidelines for the Investment of Funds and 2024 Annual Report on Investment of Authority Funds -- Resolution (Adam Barsky)
   h. Strategic Plan and Mission Statement – Resolution (Daniella Piper)
   i. Approval of the Minutes of the Joint Meeting of the New York Power Authority and Canal Corporation Governance Committee held on October 16, 2024
6. **Next Meeting**

NEW YORK STATE | NY Power Authority | Canal Corporation

March 18, 2025

Motion to Conduct an Executive Session

I move that the Committee conduct an executive session to discuss the financial and credit history of a particular corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation (pursuant to §105f of the Public Officers Law).

NEW YORK STATE | NY Power Authority | Canal Corporation

March 18, 2025

Motion to Resume Meeting in Open Session

Chair, I move to resume the meeting in Open Session.



NEW YORK STATE | NY Power Authority | Canal Corporation

Diversity, Equity, Inclusion & Accessibility Update

Nancy S. Harvey, CDEIO

March 18, 2025

What we'll cover

- How we're moving forward
- Introducing IDEALS
- Introducing 3 E's of Impact



**We draw strength from our diversity –
everyone contributes, everyone belongs**

DEI continues to be critical to high-performing teams and achieving our Vision 2030.

→ We are following the State's guidance

In light of recent executive orders, we are following the state's direction and received guidance from the Chief Diversity Officer, in "Reinforcing Our Commitment to Serving all New Yorkers Following Federal Action Targeting Diversity, Equity, Inclusion, and Accessibility."

→ We are supporting our employees at all levels

The OCRI team continues to work closely with our legal team to ensure we remain in full compliance with all applicable laws while continuing to build upon our important work, increasing equal access for all New Yorkers.

Introducing IDEALS

→

The Evolution of the DEI Working Group & 10-Point Plan

We came together and established objectives for IDEALS

Evolve NYPA and Canals' strategic DEI platform and further position the company's leadership in DEI

Re-engage IDEALS members energy and talents toward shared priorities

Inspire and enable IDEALS members to work across silos with a clear plan

In September we aligned on a strategic approach

01

Restructure IDEALS meetings to tap into leaders' passion for problem solving

02

Engage the team in thinking holistically about NYPA/Canals' path forward with a simple framework

03

Focus on driving a vision and creating a unified platform for action

04

Establish subcommittees to foster focused action, planning and program management around priority areas

05

Build best-practice governance and meeting protocols for IDEALS

06

Continue to create opportunities for leadership development and education as part of the meeting cadence

IDEALS is focused on marginalized & LIDAC communities

IDEALS is made up of functional leaders responsible for areas of the strategic priorities and foundational pillars across NYPA and CANALS and a responsibility for the inclusion of marginalized communities.

Strategic Priorities

- Drive the **clean energy** transformation through emissions-free generation
- Be the leading **transmission** developer owner & operator for New York State
- Enable **customers** to achieve their decarbonization goals
- Revitalize the New York State **Canal** System

Foundational Pillars

- Uplift our **people** & live our **values**
- Support the diverse needs of the **communities** in which we operate & impact
- Build an **innovation** ecosystem that accelerates customer & grid decarbonization
- Integrate **sustainability** into how we operate to drive value
- Strengthen our **resilience** for long-term viability

Our Purpose

IDEALS Will

Champion NYPA and Canals' inclusive values by addressing barriers and advocating for underrepresented groups, Low-Income Disadvantaged Communities, and people of diverse abilities.

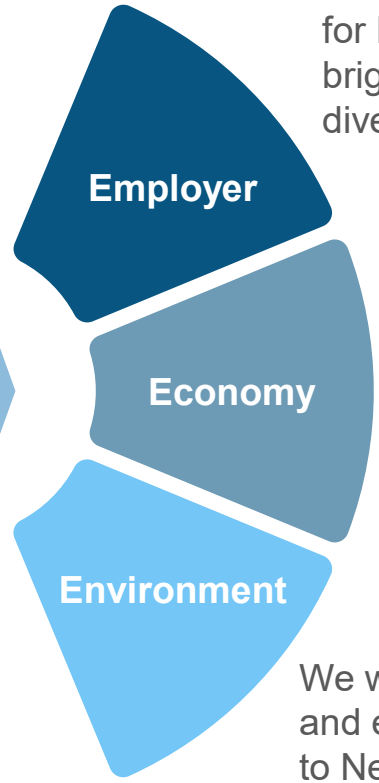
Advise NYPA and Canals leaders on strategies and opportunities for inclusion that align with VISION2030 to amplify representation.

Leverage the expertise of internal and external stakeholder groups to maximize equitable access for all.

Thinking Big

Sharing Our Impact

New York is a symbol of American ingenuity—a unique brand of innovation that comes from bringing together diverse perspectives, backgrounds and experiences to meet big challenges. Building on this tradition, NYPA and CANALS are helping the state meet its growing demand for clean, renewable energy and accessible recreation in a way that creates opportunity for all.



We will be a magnet for New York's best, brightest and most diverse talent.

We will grow an economy that works for all of New York.

We will drive a just and equitable transition to New York's clean energy future.

2025 Meeting Roadmap

IDEALS will create action plans to address the barriers across the 3 E's by focusing on strategic priorities.

January 8
Working session: Decision making & Governance

February 19
Listening session

March 18
Board Governance Committee presentation on 3 E's of impact

April 16
Working session: Economy action plan

June 4-5
DEI Summit: Creating an inclusive clean economy

2025 Q1

Update on Governance of IDEALS

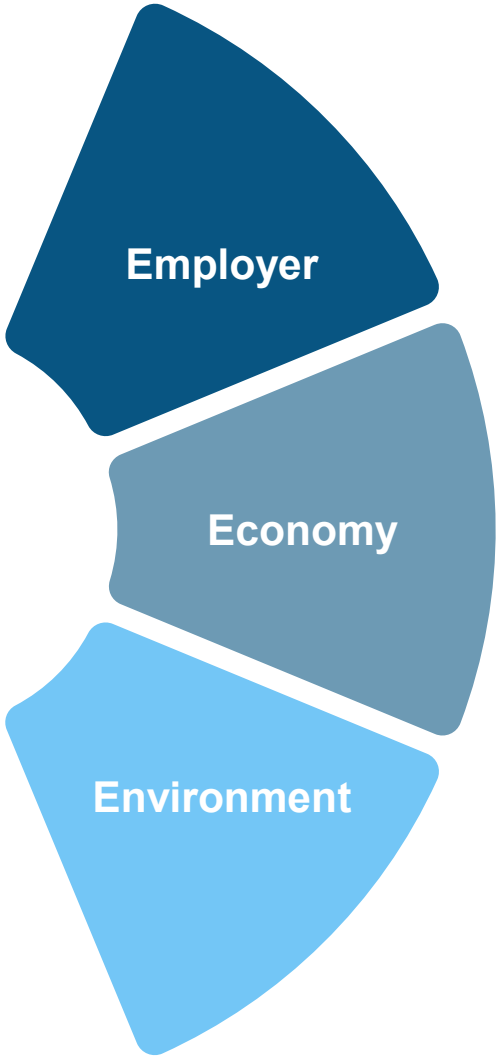
You need to know:

- **Reporting to the Board** will happen semi-annually to the Governance Committee
- **Understanding trends** on hiring, promotion, attrition and development opportunities is the top priority
- **CEO & EMC will attend** high-priority activities throughout the year for recommendations on action

Build integrated recommendations

Break into cross functional groups across the four priority areas:





Plan elements for each area:

- Success metrics in each area
- Analysis of progress, work in flight
- Identify gaps / opportunities
- Key stakeholders, communities, impacts
- Prioritized strategies and programs to fill gaps

Thinking Big
Sharing Our Impact



Employer

We will be a magnet for New York's best, brightest and most diverse talent.

- Hiring, developing and advancing people with diverse experiences, perspectives, backgrounds, and all abilities
- Fostering an inclusive environment where people feel they can do their best work and succeed by being themselves
- Breaking down barriers and building community, connection and understanding across demographic divides
- Leading the industry with innovative professional development programs that meet targeted needs of underserved communities.



Economy

We will grow an economy that works for all of New York.

- Expanding the diverse pipeline to good-paying jobs in the clean energy sector and increasing access to high-growth employment opportunities for New Yorkers
- Using our purchasing power and expertise to help small, local and diverse businesses compete and thrive
- Investing in and developing the workforce of the future, including talent from traditionally underserved and underrepresented communities
- Revitalizing local economies along New York's historic Canals System



Environment

We will drive a just and equitable transition to New York's clean energy future.

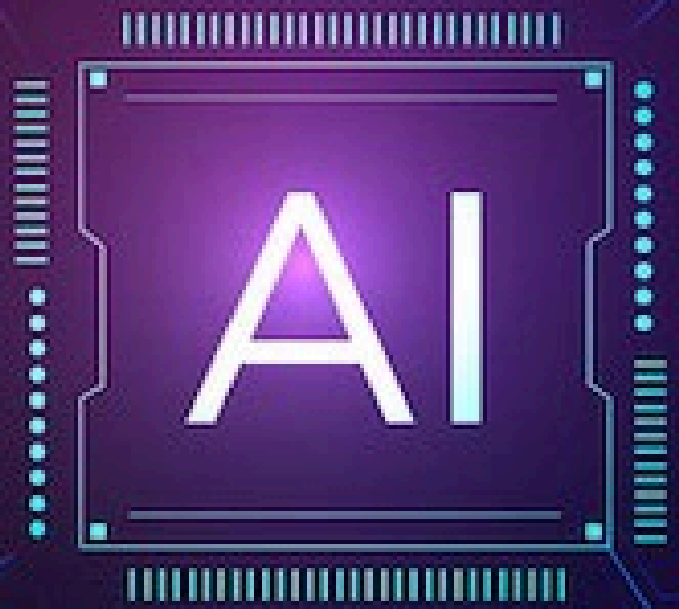
- Issuing credits to low- and moderate-income New Yorkers to manage increasing energy costs
- Partnering with developers to find cost effective ways to build and bring new renewables projects on-line
- Accelerating New York's transition to electric vehicles to reduce emissions in communities impacted by transportation emissions
- Transitioning our Small Natural Gas-Generation Plants to clean energy solutions to reduce emissions

At NYPA and Canals,
continue to be committed to an

Inclusive culture where everyone can work, live and enjoy New York.

NEW YORK STATE | NY Power Authority | Canal Corporation

Thank You



NY Power Authority

AI Strategy Update

Ron Carroll: VP IT Product Development & Data Management

Governance Committee Meeting

March 18, 2025

NYPA AI Strategy
Executive Summary



- Continuous enhancements of organizational capabilities to leverage AI responsibly, ensuring we deliver sustainable business value
- Use case development progress and value being created
- Conducted a Hackathon to test a new delivery model to deliver use cases
- Continue our external engagement and leading the State & Industry
- Monitoring changes in legislation, direction at the state and federal level and industry developments

Enhancing Organizational Capabilities to Support AI

Data Management:
- Conducted data management assessment to determine current state maturity level and required maturity to achieve VISION2030 objectives
- Developed roadmap to address gaps identified in the assessment

AI Delivery Model:
- Designing a flexible and scalable AI delivery model.
- Integrating AI workflows into existing business processes.
- Establishing cross-functional teams to drive AI initiatives..

Education, Communication & Adoption:
- Developing AI training programs for employees.
- Promoting awareness of AI usage, benefits and ethical considerations.
- Communicating AI success stories and actives internally & externally

Governance and Risk Management:
- Establish clear AI governance frameworks and policies.
- Monitor AI systems for fairness, accountability, and transparency.
- Mitigate AI-related risks & ensure regulatory compliance.

AI Platform Architecture:
- Define and implement advanced AI platform architecture.
- Ensure interoperability with existing systems and infrastructure.
- Stay updated with advancements in AI technologies.

Use Case Prioritization:
- 260 submissions merged into 58 unique cases across business units and sites.
- Focus on decarbonization, grid transformation, economic development, community revitalization, and operations.
- Ranked by Business Value and Feasibility, each with five criteria.

Guided by our Responsible AI Principles: Beneficial | Safe & Secure | Accountable | Inclusive | Transparent

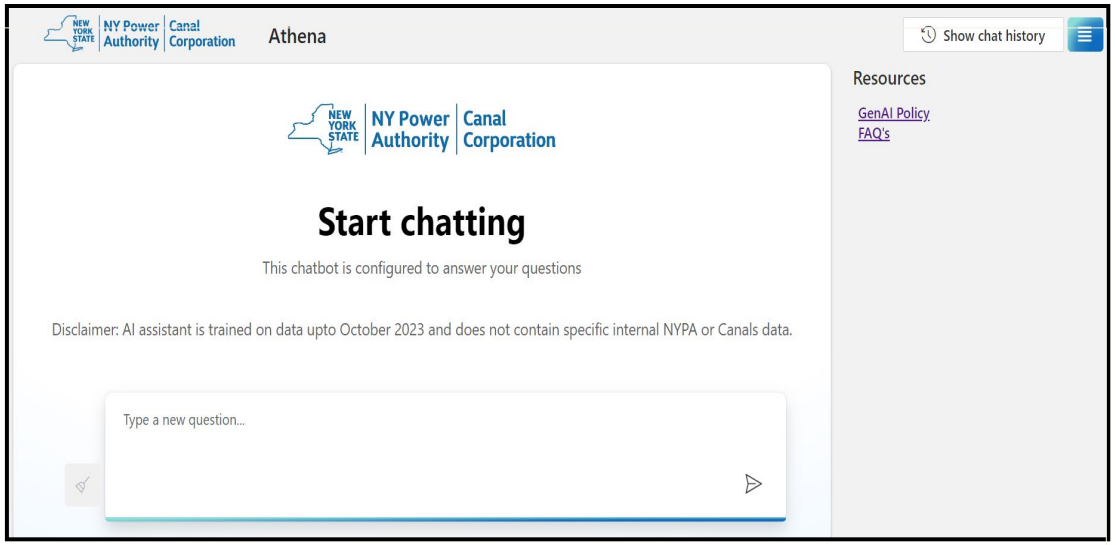
AI Use Case Highlights

Athena Adoption, Usage & Benefits

- Close to 700 employees using Athena
- 24K conversations; Cost of <$250

- Examples of how Athena is being used:
  - **Decarbonization Scenario Analysis**
    - How much total carbon emissions could we reduce using a $250,000,000 budget?
    - Which combination of scenarios would maximize this budget?
  - **2024 Year End Financial Report Creation**
    - Used to identify changes to initiatives across multiple documents reducing manual effort
  - **Renewable Public Comment Consolidation**
    - Developed code in days vs weeks to meet deadline to share on nypa.gov





AI Use Case Highlights – Efficiency through Automation

Internal Audit Report Automation

- Integration of multiple document types into a standard draft audit report
- Creates consistency of report generation and format
- Increases the overall efficiency of the audit
- Reduces manual effort to create the draft audit report – **280 hours of savings per year**

SSM Data Extraction

- Strengthening the automation of data extraction from SAP to enable reporting of contract details
- Increase **resiliency** through enhanced error notification of a data extraction failure
- Improve operational efficiency and resource utilization – **250 hours of savings per year**

Accts Payable Inquiry Automation

- Automate the response to internal & external e-mail inquiries regarding invoices
- Eliminate the manual check of the status of on SAP
- Reduces errors and improves operational efficiency
- Reduces manual effort to respond to inquiries – **2400 hours of savings per year**

EVolve Utility Bill Analysis

- Consolidating multiple bill formats billing data from 10 different utilities for EV charging stations
- Consolidating for usage and trend analysis
- Improved report accuracy and data readily available for real time analytics.
- Enhanced decision making and operational efficiency - 7**80 hours of savings per year**

Pilot of a rapid delivery model: “Hackathon”



- NYPA hackathon addressed green procurement challenges under EO22, requiring compliance with 90+ specifications.
- Team of 14 (12 IT experts, 2 business experts) collaborated for 12 hours to deliver a solution.
- Delivered a proof-of-concept AI search tool for quick compliance checks and product alternatives.
- Continue to work beyond the hackathon to refine the tool and prepare for production launch.
- Business leaders (Alexis Haley, John Canale, Kerry-Jane King) expressed excitement about the process and results.

“This project will help us leverage innovation and technology in a novel way to help us meet our EO22 compliance requirements and provide an example for other state entities.” – Kerry-Jane King

IT Collaborates with Sustainability and Procurement to Hold AI Hackathon, Enhancing EO22 Green Procurement

External Engagement: NYPA Leading the State & Industry

NYS State Engagement



Continue collaboration with NYS ITS & NYS Forum on monthly & quarterly AI events

Outreach to Muni/Coop customers to offer advise related to AI

Providing insight to West Genesee High School AI project. Project leader is a member of *The Angelo Del Toro Puerto Rican/ Hispanic Youth Leadership Institute*

Energy Industry



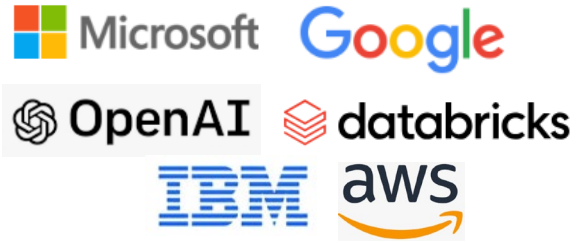
Co-Leading LPPC Sub-Committee sponsored by the CIO Working Group

Presenting NYPA's experience with data and AI in multiple forums

Participating in the EPRI Data Management project for the power industry

International engagement with DEWA to share experiences

Industry Leading Technology Partners



Utilizing AI services from technology partners to develop AI capabilities

Collaborating to understand what new capabilities are being released and when (quicky evolving)

Testing new capabilities to understand applicability

Sharing our AI journey in multiple vendor forums & customer advisory boards

Advisory Partners



EY: Engagement to assess our overall Data Management strategy & modernize our data platform to support AI, self-service & VISION2030

Gartner: Analyst input on AI technology direction & data readiness for NextGen ERP (Luminate)

Monitoring legislation at the state/federal level and AI technology developments

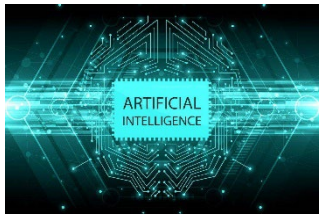
New York State

- **LOADinG Act (Legislative Oversight of Automated Decision-making in Government):** regulates the deployment of automated decision-making systems by state agencies, ensuring comprehensive impact assessments are conducted to evaluate their objectives, effectiveness, and potential for discriminatory outcomes.

Federal

- **EO:** Removing Barriers to American Leadership in Artificial Intelligence.
- **Stargate:** $500B private sector investment in AI data centers. Investments from OpenAI, SoftBank, and Oracle.

Technology



- **DeepSeek:** launched its R1 model, which it claims can compete with the top American AI models for a fraction of the cost and without using cutting-edge chips
- **AI Agents:** applications that help achieve specific goals using predefined rules
- **Agentic AI:** Uses multiple AI agents to work together to complete tasks

NEW YORK STATE | NY Power Authority | Canal Corporation

Committee Governance

Office of Ethics & Compliance

Joe Gryzlo, VP & Chief Ethics & Compliance Officer

Inconsistent Committee Governance Practices:
A Preventable Risk

The Plan:

- Develop a standard structure for the purpose, scope and requirements of committees
- Create one source for information related to Committee Governance



A Note of Thanks: *To Change Management for their work in assessing, planning and providing recommendations for this project*

2025 Transition Period: Implementing and Educating

- Publish new Committee Governance Policy & Procedure
- Launch Powernet "Committee Central"
- Issue read–and–acknowledge training on new policy & procedure

More to Come in 2025...

- ✓ Create centralized e-Scribe Committee Charter folder
- ✓ Familiarize organization with new governance and resources
- ✓ Support committees in achieving compliance with new policy

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: March 18, 2025

To: THE GOVERNANCE COMMITTEE

From: JOSEPH W. GRYZLO, VICE PRESIDENT & CHIEF ETHICS AND COMPLIANCE OFFICER

Subject: New York Power Authority and Canal Corporation Ethics and Compliance Program

ETHICS and COMPLIANCE

SUMMARY

The Ethics and Compliance Office ("ECO") advises the NYPA and Canal Corporation ("Canals") trustees, directors, officers and employees on the legal, regulatory and NYPA Code of Conduct ethics and compliance standards affecting their employees and operations. It coordinates the investigation of allegations and concerns involving NYPA's and Canals' assets and employees. ECO staff members participate in various committees and working groups related to enterprise compliance, resilience, risk management, internal controls and best business practices. This report highlights significant developments in the ethics and compliance program for the period October 16, 2024 through March 18, 2025.

BACKGROUND

The principal substantive issues arising under the NYS ethics laws, NYPA's Code of Conduct and the Canals' Code of Ethics investigated or researched involved requests to engage in both personal, non-work related and professional outside activities and employment, conflict of interest reviews, financial disclosure analyses, post-employment guidance and assessments of unwarranted privileges.

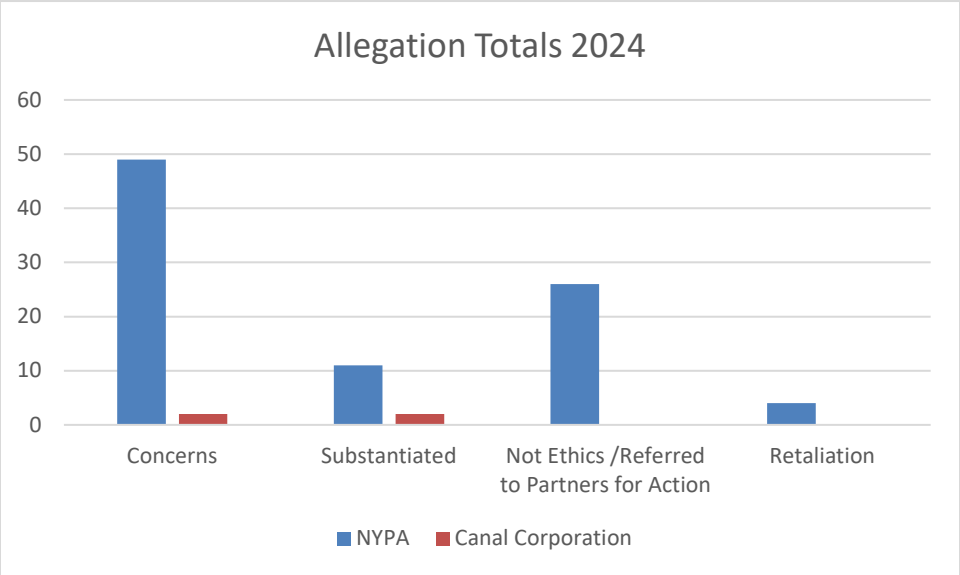
The ECO provides guidance in support of emerging strategic initiatives across NYPA and Canals. Reaffirming and embedding the guiding principles of the NYS Public Officers Law and NYPA/Canals' Codes of Conduct from the outset of a project or initiative sets a foundational expectation of ethical conduct and transparency. NYPA's commitment to these principles ensures a resilient organization and protects NYPA and Canals' most valuable resource--its employees, from violations of law and policy.

DISCUSSION

The ECO responded to 821 ethics inquiries and issues in calendar year 2024.

The charts below represent three consolidated workstreams; “Case Work”, “Advisory Services” and “Approvals/Guidance”. “Case Work” includes allegations of misconduct and retaliation concerns unrelated to protected class claims, which are investigated by the Office of Civil Rights & Inclusion. “Advisory Services” captures inquiries for which we interpret the Public Officers Law and regulations of the New York State Commission on Ethics and Lobbying in Government (COELIG) and provide advice and counsel. The last graph, “Approvals/Guidance” reflects those inquiries where we issue determinations and ethics guidelines for specific individual and corporate requests for internal opinions.

Caseload Management



Notable Observations-Case Work:

There have been 49 allegations or concerns related to NYPA employees and two concerning Canals’ employees in 2024. Eleven NYPA concerns and both Canals’ cases were substantiated.

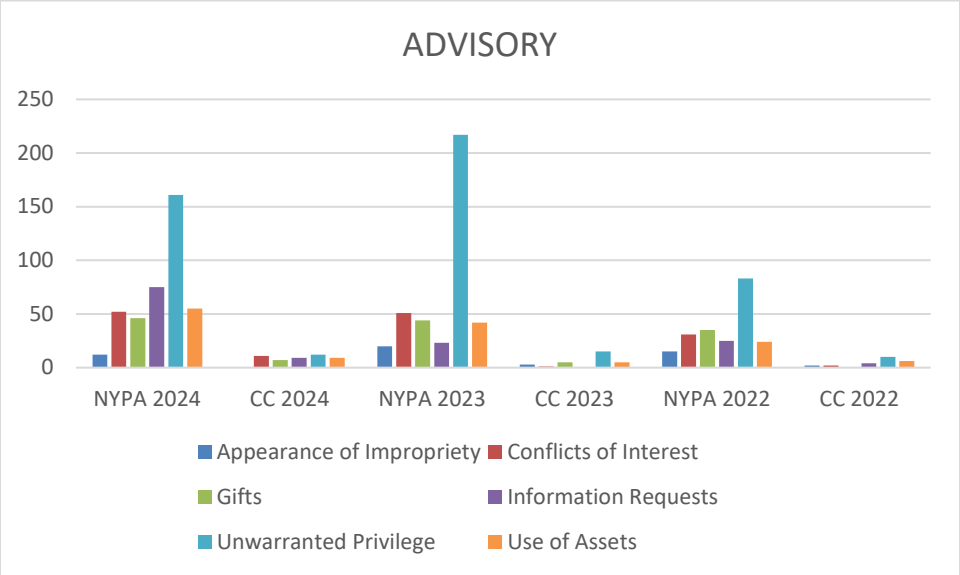
The ECO partnered with site Human Resources and Labor Relations to review a fleet usage concern when a member of site leadership observed a NYPA vehicle parked after hours in a shopping plaza. This review resulted in identification of general violations of Company Policy 2-8, “Motor Vehicle and Equipment Use Policy”. Analysis of two vehicle GPS records showed regular commutation between home addresses and remote work locations or a NYPA office, resulting in various policy violations.

GPS records revealed that one of these employees was regularly storing and using the vehicle for commutation to and from their home and only visited their future project construction work location twice in a three-month review period. This employee used a NYPA vehicle without authorization to visit family members’ residences on multiple occasions during regular business hours and also misappropriated the vehicle by driving it to Albany to attend a music concert. Corrective actions are being taken to address both the breakdown in policy compliance controls and employee disciplinary action.

A SENY employee was terminated after an investigation substantiated they were engaged in various undisclosed and unauthorized personal outside employment activities. The former employee had also applied for and obtained emergency relief funds from the Federal Small Business Administration on behalf of one of their undisclosed outside business interests. They also applied for NYS Unemployment Insurance benefits at a time when they were an active employee receiving their NYPA salary. NYPA’s Code of Conduct requires employees to disclose any personal compensated outside employment and recurring

volunteer activities to enable an ECO conflict of interest review and issuance of ethical guidelines. This requirement is covered extensively in annual mandatory ethics training and the annual Code of Conduct employee review and certification. The former employee completed these training and certification requirements during the time periods when they violated the standards.

At Canals', a navigation seasonal employee resigned from service prior to the expiration of their term after complaining that a manager was engaging in inappropriate political conversations in the workplace leading up to the 2024 elections. This concern was substantiated and resulted in a written notification to all employees from the Office of Civil Rights & Inclusion about appropriate workplace behavior and sensitivities regarding political discussions. The cautions and guidelines for workplace political speech were presented by the ECO and Office of Civil Rights & Inclusion at a NYPA/Canals' subsequent All-Hands meeting.



Notable Observations-Advisory Services:

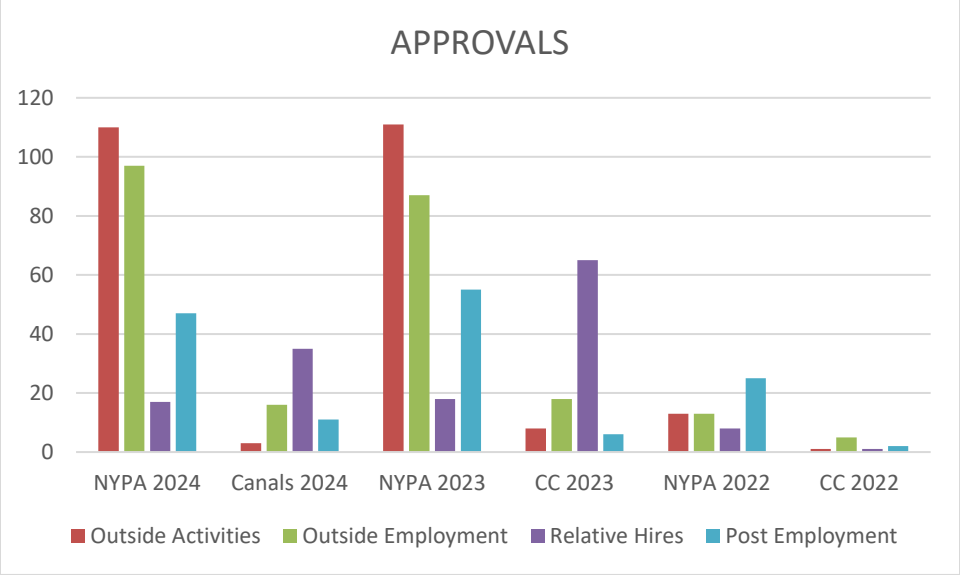
The Advisory Services category includes inquiries related to unwarranted privileges, which are broadly defined as any attempt to use one's official state position to either obtain or provide privileges or exemptions for oneself or others. The ECO responded to a NYPA/Canals aggregate 173 unwarranted privilege requests including 41 letters of support for grants and projects, 22 NYPA logo use requests, vetted 25 external conference-related presentations, including those co-presented with NYPA business stakeholders and 24 requests for business references from NYPA vendors.

Reviews included various vendor-related requests to co-author presentations, research papers for jointly developed projects and collaborations. Employees were instructed to not share any proprietary, non-public or confidential data or information and refrain from endorsing or otherwise promoting stakeholders and their products and services.

This category also includes requests to use NYPA and Canals' logos to promote various economic development initiatives and projects with customers and vendors. 2025 marks both the Canals' Bicentennial and the World Canal Conference events. These activities have generated additional questions related to event sponsorships, including whether NYPA and Canals' vendor lists can be used to explore sponsorship opportunities.

Approximately 33 Requests for Proposal (RFP) engagements were reviewed for self-identified conflicts of interest (COIs) by participants in bid review committees. These COIs were submitted by both employees and third-party consultants responsible for evaluating responsive bids and making

recommendations to the Board for approval. Identified conflicts include past work engagements with bidders and/or familial relationships or friendships with employees of firms submitting bids.



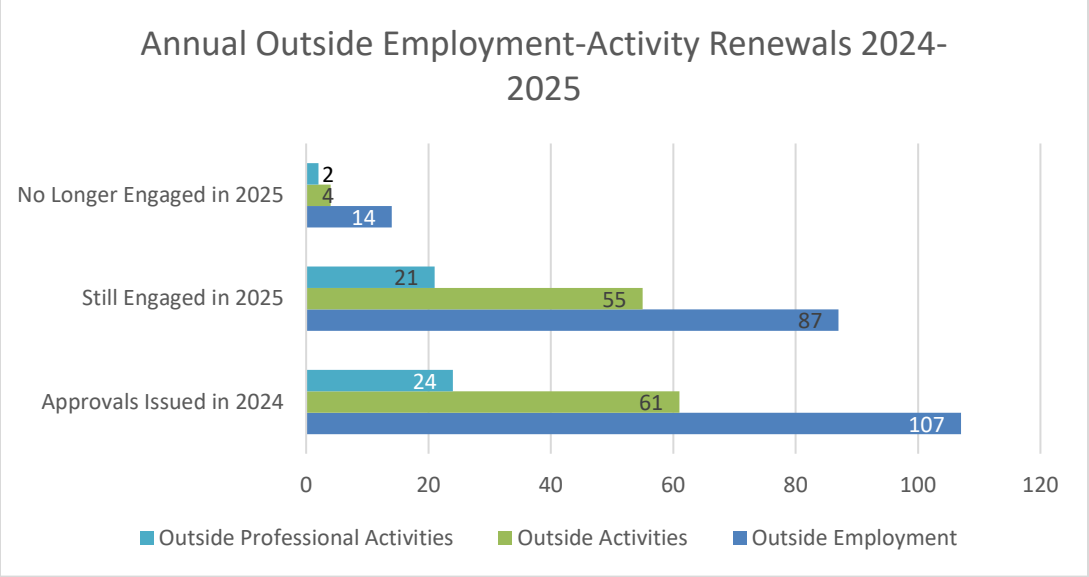
Notable Observations-Approvals/Guidance:

The ECO has reviewed a combined 65 NYPA and Canals uncompensated personal outside activities and 34 professional outside activities. Approvals include roles on various industry boards, research organizations, high school and college curriculum development advisory boards to enable workforce development and prepare a skilled workforce for the electric industry, and service on various school boards, parent teacher associations, local planning and zoning boards.

Compensated outside employment reviews consisted of personal businesses offering rental properties, engineering services, real estate agents, home care providers, several adjunct professor and research assistant roles at colleges and universities, a marina lease involving the NYS Office of Parks and Recreation, musician reviews, Etsy shop owners and Uber/Lyft service providers.

Several requests submitted by designated policy makers required the external review and approval of COELIG. It is noteworthy that COELIG has approved all NYPA and Canals' outside activities requests. This is attributable to the comprehensive internal disclosure and approval process and the ECO's transparency while engaging COELIG.

A new annual review of outside activities and employment was launched in January 2025. This process included email outreach to any employee who submitted an outside employment/activity review request in 2024 to confirm whether the employee is still engaged in the activity, remains in the same title with the same responsibilities and has the same supervisor. Any change in title triggers a new review to ensure that there remain no conflicts between the employee's official job duties and their approved outside activity. If a new supervisor is identified, the ECO facilitates an updated approval from the supervisor. These monitoring activities will be conducted on an annual basis going forward allowing for a more complete accounting of employees engaged in external activities.



New York State Commission on Ethics and Lobbying in Government (COELIG)

COELIG is responsible for interpreting and ensuring compliance with the State's ethics and lobbying laws (NYS Public Officers Law) and regulations and oversees the Financial Disclosure Program and mandatory ethics training for all New York State employees. The ECO continues to maintain collaborative working relationships with COELIG staff, including those in the Investigations, Law Department, Financial Disclosure and Training units.

Financial Disclosure

2024 Financial Disclosure Statements ("FDS") will be due at COELIG by May 15, 2025. The ECO maintains an online database, updating this system monthly with new hire participants and those separating service. The ECO facilitates various filings submitted by Trustees and employees to maintain their compliance status. As of the annual review closing date, NYPA reported 302 designated Policy Makers, 661 Threshold and Over participants and 352 employees holding title or individual exemptions from participation. Canals' reports 20 designated Policy Makers, 12 Threshold and Over filers and 2 valid individual exemptions.

Internal FDS reminder notifications will be sent to all required participants on or around April 1st, followed by COELIG's invitation to file which is sent on or around April 15th each year. ECO staff are available to assist all participants in completing the annual FDS.

Training and Outreach

The Ethics Commission Reform Act of 2022 enhanced the ethics training requirements for all state employees, executives and Board members. In 2024, the ECO provided training to 3,182 NYPA and Canals' employees, inclusive of Canals' seasonal staff. Participant training information is uploaded to the State Ethics Training reporting system monthly. COELIG notified all agencies that employees who miss ethics training in any given year will be required to take the training twice during the next calendar year.

All employees and external board members will take live ethics training in 2025. Canals' management recently requested a short-notice weather-related "pop-up" training on a particularly cold February morning, allowing for more than 190 employees, almost 40% of the Canals' workforce, to complete their training while offering a short respite from cold weather fieldwork activities. The ECO welcomes additional short-notice requests to provide training when unexpected or weather-related events occur which may reduce regular productivity for employees.

Compliance Reporting

The ECO collaborates with the Controller's Office and multiple stakeholders to ensure the accurate and timely preparation and submission of reports required by the NYS Public Authorities Law. This effort includes coordination of mandatory NYPA and Canals' website postings and entries into the Public Authorities Reporting Information System. NYPA and Canals are on track to achieve all required filings and postings. These reports comprise a comprehensive view into NYPA and Canals' finances, governance, organizational structure, operations and strategy. These and other mandatory reporting and training requirements are captured in NYPA and the Canals' electronic Compliance Repository. The ECO is pursuing opportunities to integrate the Compliance Repository requirements into the enterprise's Governance, Risk and Compliance tool, to align with established internal controls and organizational risks.

Internal Committee Governance

In December 2024, the ECO accepted responsibility for an initiative to evaluate and enhance NYPA and Canals' internal committee structures and frameworks, in response to an Internal Audit report. The audit report recommendations and the ECO's implementation do not apply to committees established by NYPA and Canals' Board of Trustees/Directors and/or bylaws (e.g., ERRMC), or those committees, working groups or task forces formed by and reporting to the CEO and President.

In January 2025, the ECO developed and published a new company policy and procedure that establish governance for NYPA and Canals' management committees, and ensure transparent decision-making processes, standardization, accountability, recordkeeping, and information sharing. Each committee will have an Executive Management Committee member sponsor and a charter aligned with the governance standards. In February 2025, the ECO also launched a new centralized platform on NYPA's intranet with information and resources about governing NYPA and Canals' management committees, called *Committee Central.*

In 2025, the ECO will continue to familiarize NYPA & Canals' staff with the new governance for committees and develop *Committee Central* content and functionalities to enhance committee governance. The ECO will analyze committees and their charters for compliance with the policy and procedure, as well as the wider committee landscape to identify potential improvements to NYPA and Canals' committee governance framework. The ECO intends to publish a full list of the verified committees on *Committee Central.*

Enterprise Initiatives--Committees and Working Groups

The ECO continues to participate in various enterprise and departmental committees and program development working groups. Being engaged during the formulation, strategy, development and implementation of projects and initiatives allows the ECO to offer advice and guidance to ensure that ethical awareness, transparency and compliance with standards are foundational objectives as NYPA/Canals evolve in pursuit of VISION2030 and VISION2030Renewed goals and underlying Foundational Pillars.

The ECO convened four enterprise Compliance Work Group meetings during 2024, and one in February 2025. Each meeting includes a presentation by a NYPA or Canals' department on key initiatives affecting the enterprises with a focus on compliance-related considerations. Recent presentations included reports on the status of Robotics and Research and Development projects and initiatives.

TECHNICAL COMPLIANCE

RELIABILITY STANDARDS COMPLIANCE (RSC)

BACKGROUND

Background information related to the origin of the North American Electric Reliability Corporation (NERC) mandatory standards for reliability and NYPA's obligations to demonstrate compliance with the standards has been presented in previous reports to the Governance Committee.

DISCUSSION

NERC Reliability Standards Compliance Enforcement Actions

During the reporting period, there were six (6) new potential noncompliance concerns (PNC) of the NERC Reliability Standards reported to the Northeast Power Coordinating Council (NPCC).

These potential noncompliance concerns were determined to be of minimal impact to the Bulk Electric System (BES). As such, RSC reported this to NPCC under the self-logging process and confirmed by NPCC.

Investigations of Potential Noncompliance

During the reporting period, RSC reviewed nine (9) investigations of potential noncompliance of the NERC Reliability Standards. Six (6) investigations resulted in a determination of potential noncompliance and were submitted to NPCC, as described above. One (1) investigation did not result in a noncompliance of NERC Standards. The remaining two (2) investigations are under review and pending a final determination.

This internal process is viewed by the regulator as evidence that NYPA has a strong internal compliance program and is able to self-identify and correct instances of non-compliance. RSC collaborates with applicable departments in developing mitigation plans to address noncompliance and prevent recurrence. RSC also works with NPCC enforcement throughout the process to address and respond to any regulatory requests for information.

Risk-Based Evidence Management Program

RSC implements a Risk-Based Evidence Management Program for identifying areas of risk and appropriate frequency for evaluation of controls and compliance evidence updates for the NERC Reliability Standards applicable to NYPA. This process ensures that NYPA's compliance program aligns with NERC's risk-based Compliance Monitoring and Enforcement Program and the NPCC guided self-certification process. In 2024, RSC reviewed and updated the evidence for twelve (12) NERC Reliability Standards that are applicable to NYPA's NERC registrations. Based on the evidence provided, no potential noncompliance was identified. In 2025, RSC is scheduled to review and update the evidence for nine (9) NERC Reliability Standards.

RSC Spot Checks

During the reporting period, RSC completed (3) three Spot Checks of NERC Reliability Standards. A Spot Check is a comprehensive assessment of a selected NERC Reliability Standard across the entire organization. In such assessments, the Reliability Standards and Compliance Assessment Team (RSCAT)

conducts a thorough assessment of the compliance evidence and adherence to governance documents applicable to the selected NERC Reliability Standard and/or NPCC Directory.

Based on the evidence provided for the (3) three Spot Checks, no potential noncompliance was identified. These assessments identified specific process improvements and recommendations for enhancement of the NYPA Internal Control Program. The identified improvements are assigned and tracked in the Recommendation Tracking Tool.

Self-Certification of Compliance

NYPA as a NPCC Full Member Functional Entity, in February 2025, submitted one (1) Self-Certification of Compliance with NPCC Regional Reliability.

NPCC CIP and O&P Audit

NYPA received its Audit Notification Letter from NPCC, the audit will focus on Critical Infrastructure Protection (CIP) and Operations & Planning (O&P). The audit will be performed from April 28, 2025 – August 26, 2025.

Risk and Operational Concerns (ROC) Questionnaire

RSC is coordinating with SMEs to finalize responses to the Risk and Operational Concerns questionnaire that has been shared by neighboring utilities for aspects that were brought up in their respective external regulatory engagements. RSC is onboarding these risks, associated responses and internal controls within its eGRC application.

Recommendation Tracking Tool

RSC's internal awareness tools are utilized to advise NYPA staff of prior enforcement issues and mitigation activities. Any lessons learned, root cause analyses, and/or recommendations are given to the compliance evidence managers with the aim of improving the effectiveness of the compliance program. Recommendations can be internal improvements or external mitigation activities associated with audit recommendations or a potential noncompliance self-log/self-report.

During the reporting period, recommendations from the conclusion of risk-based evidence review process, Spot Checks and mitigating activities for recent PNCs have been incorporated in RSC's Compliance Tracking Tool and issued to SMEs.

NERC Critical Infrastructure Protection (CIP) / Operations and Planning (O&P) Standards

Due to our expanding transmission portfolio and NYPA's desire to participate in public/private transmission development projects to meet NYPSC goals in coming years, RSC has coordinated a cross functional group that assesses the detailed aspects of Transmission Operator (TOP) functional responsibilities and compliance obligations.

RSC is working with SMEs to prepare for NPCC TOP certification review. Discussions with NPCC to formalize TOP capability review plans and schedule on site self-certification is targeted for 3rd quarter 2025.

NERC identified a new registration Category 2 GO/GOP for owners and operators of non-BES IBRs not registered today that are greater than or equal to 20 MVA nameplate rating and interconnected at a voltage greater than or equal to 60 kV. Registration is due by May 2026.

The reporting of CIP related PNC issues has recently increased, and RSC is coordinating with Senior Management and Physical Security to discuss people, process and technology improvement opportunities and how human performance aspects related to PNCs need to be handled with Human Resources and Labor Relations. New governance language and internal controls are being developed to ensure that only one individual can enter or exit a Physical Security Perimeter (PSP) and Physical Security Area (PSA) at a time.

NERC Reliability Standards Training Development - RSC has finalized a new BES Regulatory Overview course, and Technical Training has published it to the LMS. New hires and transfers into organizations that are subject to one or more NERC Reliability Standards will take the course within 90 days of the transfer or hire.

FAC-008 Facility Walkdown internal control

RSC is working with the Facility Ratings group and site personnel to conduct a multi-year field verification / confirmation for each component of each BES Element and comparing how it is connected in the field to how it is shown in the documents.

Protection System hierarchy build-up in Maximo

Due to changing regulatory expectations, NYPA completed an internal project to explicitly capture all components of 'Protection System' within its asset management system (Maximo).

Compliance Framework for NYPA Renewables

RSC met with NYPA Renewables to discuss progress and gathered further details on project pipelines. Discussions included contractual, O&M and design considerations for NYPA from EPRI's perspective.

CODE COMPLIANCE

Annual Safety Inspections – 4th Quarter 2024 results for NYPA reached 94.1% and Canals reached 90.4% with a 4th Quarter target of 90%. Scheduling of inspections for the 2025 calendar is ongoing.

The Annual OSHA Crane Inspection program for 2024 at all NYPA sites is completed. We continue supporting the further development of the OSHA Crane Inspection program for Canals.

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: **March 18, 2025**

To: **GOVERNANCE COMMITTEE**

From: **PRESIDENT and CHIEF EXECUTIVE OFFICER**

Subject: **Procurement and Related Reports for New York Power Authority and Canal Corporation (January – December 2024)**

SUMMARY

This memorandum is to advise the Committee of certain 2024 Strategic Supply Management Department procurement and related reports for New York Power Authority ("NYPA" or "Authority") and, where appropriate and applicable the New York State Canal Corporation ("Canal Corporation"), including: procurement contract activity; disposal of personal property; Supplier Diversity Program activities; plant inventory statistics; fossil fuels activities conducted by the Fuel Planning and Operations Group; and corporate finance activities conducted by the Treasury Group.

BACKGROUND

Pursuant to Subsection C.5 of the Authority's Governance Committee Charter relating to Reports, the Senior Vice President – Strategic Supply Management is required to report to the Committee at all regularly scheduled meetings and the Committee has the authority to require Procurement and other staff to prepare additional reports and to produce documents for Committee review.

The reported activities are governed by various State laws and regulations and are set forth in the attached Reports.

DISCUSSION

As more fully described in the individual reports attached hereto as NYPA Exhibits A - G, and Canal Corporation Exhibits H - I, the Procurement Contract Report summarizes activity for procurements of $5,000 or greater that were active during the period January through December 2024, as identified by the Authority's SAP Enterprise Resource Planning ("ERP") system. The Disposal of Personal Property Report lists all personal property disposal transactions over $5,000 conducted during the period January through December 2024. The Supplier Diversity Program Activity Report summarizes dollars awarded to New York State-certified Minority and Women-owned Business Enterprises ("MWBEs") as well as to Service-Disabled Veteran-Owned Businesses ("SDVOBs") based on reportable expenditures. Please note that the MWBE and SDVOB compliance and reportable expenditure values were generated for internal tracking purposes based on NYPA's calendar year reporting and may not be in alignment with approved NYS fiscal year measures. The Plant Inventory Analysis lists

current stock value and compares it to that of the previous year, with a brief explanation for any significant increase or decrease, where applicable. The Fossil Fuels and Corporate Finance Reports list the fuel- and finance-related transactions conducted by the Fuel Planning and Operations and Treasury work groups, respectively. The Transfer of Interest in Personal Property to Canal Corporation report identifies personal property transferred from the Authority to Canal Corporation deemed prudent by the Contracting Officer to facilitate the Canal Corporation's obligations to operate, maintain, construct, reconstruct, improve and develop the canal system.

FISCAL INFORMATION

There will be no financial impact on the Authority or the Canal Corporation.

RECOMMENDATION

The Committee is requested to review and approve the Procurement, Fossil Fuels and Corporate Finance Reports (attached hereto as NYPA Exhibits A - G, and Canal Corporation Exhibits H - I).

For the reasons stated, I recommend the approval of the above-requested action by adoption of the resolution below.

Justin E. Driscoll

President and Chief Executive Officer

R E S O L U T I O N

RESOLVED, that pursuant to Section 2879 of the Public Authorities Law and the Procurement and Related Reports for New York Power Authority and Canal Corporation, as amended, be, and hereby are, approved; and be it further

Procurement and Related Reports
NYPA Procurement Contracts Summary
Disposal of Personal Property
Supplier Diversity Program (SDP)
Inventory Statistics
Fossil Fuels Activity
Corporate Finance Activity
Transfer of Interest in Personal Property to Canal Corporation
Canal Corporation Procurement Contracts Summary
Canal Corporation Disposal of Personal Property

RESOLVED, That the Procurement and Related Reports, and hereby are, reviewed and approved; and be it further

RESOLVED, that the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

Exhibit A
March 18, 2025

NYPA PROCUREMENT CONTRACTS SUMMARY
January - December 2024

In accordance with the NYPA Guidelines for Procurement Contracts, "procurement contracts" are contracts for the acquisition of goods and/or services in the actual or estimated amount of $5,000 or more. Such goods and/or services are those necessary to support the Authority's White Plains office, facilities (including Canal Corporation), operations and maintenance and capital projects, including but not limited to, goods and commodities, major electrical equipment, construction, maintenance work and other services.

The following is a summary of all procurement contracts, including multi-year contracts, awarded through December 31, 2024 which were active during 2024 and are $5,000 or greater in value. There were 3,089 such contracts with a value of more than $6.39 billion, not including fossil fuel or corporate finance expenditures covered in Sections 5b i-E and 5b i-F of this report, respectively. Total procurement expenditures in 2024 exceeded $1.04 billion.

The following is a breakdown of the total number of active contracts, excluding fossil fuel and corporate finance contracts, by contract type:

- 6% Construction services;
- 41% Equipment and Commodities;
- 9% IT Hardware and Software;
- 5% Architectural and Engineering services;
- 19% Personal Service contracts such as professional consulting services, legal; and
- 20% Non-Personal Service contracts such as maintenance, technicians, and contingent workforce

Based on the total value of the contracts included in this summary ($6 billion), approximately 98.8% ($6.32 billion) were competitively bid and 1.2% ($77 million) were sole/single-source awards. Single source awards included over $10.1 million with NYS certified Minority- and Women-owned Business Enterprises (MWBEs), over $3.6 million with NYS certified Service-Disabled Veteran-Owned Businesses (SDVOBs) and over $1.4 million with NYS certified MBE/SDVOB businesses. Sole/single-source awards also included, but were not limited to, the purchase of highly specialized spare parts and services from original equipment manufacturers, procurement of services on an emergency basis and proprietary sources.

POWER AUTHORITY OF THE STATE OF NEW YORK
ANNUAL REPORT OF DISPOSAL OF PERSONAL PROPERTY
REQUIRED BY N.Y. PUBLIC AUTHORITIES LAW, SECTION 2897

Exhibit B
March 18, 2025

Purchaser	Property	Date	FMV Determination	Fair Market Value	Received	Reason below Fair Market Value
Enhanced Lighting Inc. Lake View, NY 14085	NQ Air Purifiers & Accessories	1/4/2024	Competitive Bid	10,750	10,750	
Apton, Stephen Penfield, NY 14526	Miscellaneous Microwave Equipment	2/28/2024	Competitive Bid	16,800	16,800	
New York State Department of Agriculture and Markets Syracuse, NY 13209	Satellite Suites Shower Pro 29? Portable Shower Trailer	6/11/2024	Other	90,627	0	Transfer to other NYS government entity
Dutchess County BOCES Poughkeepsie, NY 12601	2017 Toyota Highlander Hybrid	6/6/2024	Other	27,729	0	Transfer to other NYS government entity
Buffalo High School CTE Buffalo, NY 14214	2017 Chevy Malibu Hybrid	4/2/2024	Other	20,279	0	Transfer to other NYS government entity
SUNY Cobleskill Cobleskill, NY 12043	2017 Chevy Bolt Electric	4/17/2024	Other	26,104	0	Transfer to other NYS government entity
Albany High School CTE Albany, NY 12203	2019 Subaru Crossback Hybrid	4/22/2024	Other	34,804	0	Transfer to other NYS government entity
Northland Workforce Center Buffalo, NY 14211	2017 Chevy Volt Hybrid	4/5/2024	Other	23,829	0	Transfer to other NYS government entity
Erie 1 BOCES Buffalo, NY 14214	2014 Ford Fusion Hybrid	6/20/2024	Other	17,829	0	Transfer to other NYS government entity
UPSTATE AUTO SALES INC HOOSICK FALLS, NY 12090	2013 FORD F150	4/9/2024	Competitive Bid	6,750	6,750	
HARRIS, ROGER SANDERSVILLE, GA 31082	2008 INTERNATIONAL 5600I	4/9/2024	Competitive Bid	31,000	31,000	
DICASTRO, DEREK AVA, NY 13303	2008 WELLS CARGO EW1222W	4/9/2024	Competitive Bid	5,250	5,250	
UPSTATE AUTO SALES INC HOOSICK FALLS, NY 12090	2011 FORD F350	4/9/2024	Competitive Bid	12,500	12,500	
CJ AND J PLASTICS INC ASSONET, MA 02702	2011 CAM SUPERLINE 7CAM820DOTT	4/9/2024	Competitive Bid	6,250	6,250	
UPSTATE AUTO SALES INC HOOSICK FALLS, NY 12090	2012 FORD F150	4/9/2024	Competitive Bid	10,500	10,500	
ADVANCED FLEET MANAGEMENT LLC BRIDGETON, NJ 08302	2013 FORD F250	4/9/2024	Competitive Bid	8,500	8,500	
FLORES, HEBER KEARNY, NJ 07032	2017 CHEVY VOLT	4/9/2024	Competitive Bid	9,000	9,000	
HAMMEL ELECTRIC INC GREAT MEADOWS, NJ 07838	2011 TALBERT TLW 35 FG 1 T3	4/9/2024	Competitive Bid	16,000	16,000	
SZCZEPANIAK JOSEPH LANESBORO, MA 01237	2011 WESTERNSTAR	4/9/2024	Competitive Bid	30,000	30,000	
UPSTATE AUTO SALES INC HOOSICK FALLS, NY 12090	2015 FORD F150	4/9/2024	Competitive Bid	10,000	10,000	
JAEGERS, JASON VERONA, NY 13478	2009 FORD F250	7/16/2024	Competitive Bid	8,000	8,000	
UPSTATE AUTO SALES INC HOOSICK FALLS, NY 12090	2015 CHEVY TAHOE	7/16/2024	Competitive Bid	11,500	11,500	
BARTONI, RICO NEW RICHMOND, WI 54017	2016 SUBARU CROSSTREK	7/16/2024	Competitive Bid	72,500	72,500	
UPSTATE AUTO SALES INC HOOSICK FALLS, NY 12090	2008 FORD F550	7/16/2024	Competitive Bid	7,500	7,500	
ELITE AUTO & TRUCKS LLC LITTLESTOWN, PA 17340	2015 FORD F550	7/16/2024	Competitive Bid	16,500	16,500	
ROSE, CHRISTOPHER GALLOWAY, NJ 08205	2021 KEYSTONE CG29BHS21	7/16/2024	Competitive Bid	15,000	15,000	
DIAZ, ELEIZER KISSIMMEE, FL 34744	2021 KEYSTONE CG29BHS21	7/16/2024	Competitive Bid	14,500	14,500	
NAYLOR III, FRANCIS WILLIAMSTOWN, NJ 08094	2021 KEYSTONE CG29BHS21	7/16/2024	Competitive Bid	16,500	16,500	

JJKANE BIRMINGHAM, AL 35242	2010 FORD F450	10/9/2024	Competitive Bid	5,500	5,500	
RUIZ, FERNANDO SPRING, TX 77379	2013 FORD F150	10/9/2024	Competitive Bid	6,250	6,250	
UPSTATE AUTO SALES INC HOOSICK FALLS, NY 12090	2013 CHEVY TAHOE	10/9/2024	Competitive Bid	7,250	7,250	
ELITE AUTO & TRUCKS LLC LITTLESTOWN, PA 17340	2015 FORD F550	10/9/2024	Competitive Bid	8,000	8,000	
TAYLOR, JOSHUA NEW FAIRFIELD, CT 06812	2016 SUBARU OUTBACK	10/9/2024	Competitive Bid	10,000	10,000	
ZHITOMIR VYACHESLAV BROOKLYN, NY 11235	2017 TOYOTA RAV 4	10/9/2024	Competitive Bid	19,000	19,000	
THANH , PHAM ANDOVER, MA 01810	2019 SUBARU OUTBACK	10/9/2024	Competitive Bid	19,500	19,500	
HOOK EQUIPMENT SALES LLC PENNSVILLE, NJ 08070	2013 DODGE DURANGO	10/9/2024	Competitive Bid	7,000	7,000	
VARNER AUTOMOTIVE PAULDING, OH 45879	2017 SUBARU OUTBACK	10/9/2024	Competitive Bid	13,500	13,500	
	DISPOSAL TOTALS			672,500	431,300	

Exhibit C

March 18, 2025

SUPPLIER DIVERSITY PROGRAM (SDP)

January – December 2024

From January 1, 2024, to December 31, 2024, NYPA and the Canal Corporation spent with New York State-certified Minority- Women-Owned Business Enterprises (MWBE) a total of $122.2 million ($71.9M with prime contractors and $50.3M with subcontractors), or 21% of its eligible expenditures. In addition, NYPA and Canals spent with New York State-certified Service-Disabled Veteran-Owned Businesses (SDVOB), a total of $15 million ($12.1M with prime contractors and $2.9M with subcontractors), or 4% of its eligible expenditures. In summary, the Organization spent over $137 million with MWBEs and SDVOBs businesses in 2024. These amounts include direct prime contracts and subcontractor payments across the entire NYPA and Canal contract portfolio.

With VISON2030 goals as our guiding principle, Supplier Diversity remains committed to:

- Deliver systemic change to dismantle challenges and obstacles, perceived or real, to promote access to the Organization's contract opportunities and further encourage engagement of diverse and small businesses into our operations;
- Prepare businesses to become *contract-ready* through supportive business development services to meet NYPA and Canals' current and future contracting needs; and,
- Increase awareness of contract opportunities by educating the marketplace on NYPA's and Canals's significant projects and our procurement processes.

Our progress with increased spending with diverse and small businesses was supported by the Authority's effort to revamp the operational efficiency of our process to assess for appropriate, feasible, and appropriate supplier diversity goals and launch streamlined compliance documentation requirements from suppliers. The goal is to make it easier for our suppliers to do business with our organization, educate on our processes, and provide continued support. Additionally, this creates accountability and shared responsibility between the Authority and its suppliers to support New York entrepreneurs and impact our future as a clean and renewable energy leader.

Supplier Diversity continues to support three business development programs to assist diverse-, service-disabled veteran-owned, and NYS small businesses in building their capacity and capabilities to work with the Authority by being *contract-ready*. In June 2024, we celebrated 86 graduates of the Small and Local Business Capacity Building and Surety Bond/Capital Access Training programs. These programs provide comprehensive support, including a resource-rich educational platform that offers one-on-one business advisory services, instructor-led group discussions, and virtual classroom-style workshops with flexible hours on various business topics to support businesses in the early- and mid-stages of their growth, including access to surety bond education. In December 2024, we launched the latest cohorts of these programs with 93 participants comprised of 50 Minority-owned Businesses, 11 Women-owned Businesses, 8 Minority and Women-owned Businesses, 7 Service-Disabled Veteran-Owned Businesses, and 17 NYS Small Business.

Eight Mentor Protégé teams have continued their formal engagement relationship in 2024 with 4 Minority-owned Businesses, 2 Women-owned Businesses, and 2 Minority and Women-owned

Business, in various sectors ranging from engineering, construction management and services, and information technology. These engagements empower and upskill personal development by identifying gaps in industry skills and knowledge to achieve a specific goal. This cohort of protégés have participated in ongoing NYPA projects as primes and subcontractors.

During the summer of 2024, we launched the On the Canals Accessibility Education program to help recreation providers along the New York State Canal system intentionally shift their offerings to ensure more equitable access for all New Yorkers. The program focuses on raising awareness and inclusiveness for individuals with disabilities so they can also enjoy the Canal system. The pilot program started with twelve participants in the first cohort.

We continue to execute our successful outreach strategy to increase our in-person and virtual engagements to meet companies in their neighborhood so that they can learn about the Authority's projects. Forty in-person and/or webinar events were held across the State's major cities, including Albany, Buffalo, NYC, Rochester, Syracuse and our hometown of White Plains. Outreach events include those hosted by NYPA, the State of New York, and community-based small business development organizations. Our annual *Supplier Diversity Expo* in May 2024 connected MWBEs, SDVOBs, and NYS SBEs to NYPA and Canal leadership, decision-makers, and contract opportunities planned throughout the year. During this event, Business Meet-Up series were launched, where certified businesses could directly pitch their products/services to buyers who see the benefit of purchasing additional products and services from diverse and small businesses.

We look forward to continuing our efforts to meet NYPA's VISION2030 goals and supporting the Statewide initiatives to impact the communities we serve.

INVENTORY STATISTICS
JANUARY - DECEMBER 2024

Exhibit D
March 18, 2025

M&S Inventory Balances

		12/31/2024		12/31/2023		12/31/2022	
1100	NIA	21,636,559		20,996,071		20,268,137	(D)
1200	STL	17,217,886		17,176,533		16,681,542	
3100	POL/SCPP	13,404,049		12,629,873		13,044,149	
3200	Flynn	11,327,275		10,592,298		10,000,131	
1300	B/G	13,615,756		13,502,170	(A)	12,418,238	
3300	500MW	18,187,628		18,053,319	(B)	32,399,593	(E)
2100	CEC	8,136,807		7,140,396	(C)	5,958,080	
7100	Canal	1,545,635		1,369,365		1,400,049	
	Total	**$ 105,071,595**		**$ 101,460,025**		**$ 112,169,919**	

A) 2023 Includes $501K for B/G net purchases of:

Wood Poles - various sizes	$312K
Computer Boards & Parts for Control System Upgrade	$189K

B) 2023 Includes Net Reduction for 500WM:

Disposal of Gas Combustion Spare Parts	($15,079K)
Net Purchase of Mechanical Seals	$225K
GE Air Valve/Bleed	$ 93K

C) 2023 Includes $821K for CEC net purchases of:

Electric Insulators - B&S	$728K
HV Conductor Wire	$ 93K

D) 2022 Includes $974K for NIA net purchases of:

230KV Transformer Bushings	$756K
CPU Processors	$218K

E) 2022 Include $1,480K for 500WM net purchases of:

Plug & Seat Valves, Assemblies & parts	$878K
Flowserve Retainers	$186K
Rotor Parts, 1st & 2nd Stage	$180K
Seat Valves	$140K
Control Valves	$ 96K

POWER AUTHORITY OF THE STATE OF NEW YORK
ANNUAL REPORT OF PROCUREMENT CONTRACTS
REQUIRED BY N.Y. PUBLIC AUTHORITIES LAW, SECTION 2879

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED IN YEAR	DATE OF CONTRACT	O \ C	END DATE
FD-1990-33	Northville Industries Corp. NIC Melville, NY 11747	Oil Storage Agreement - Setauket	E	2		N	N	32	18,865,005	18,865,005	162,258	04/01/94	O	03/31/25
FD-1990-34	Northville Industries Corp. NIC Melville, NY 11747	Oil Storage Agreement- Holtsville	E	2		N	N	32	6,144,667	6,144,667	649,030	10/01/93	O	03/31/25
FD-2002-11	PSEG EnergyResourcesTrade Newark, NJ 07102	NAESB Agreement for Natural Gas	E	B		F	N	32	11,017,721	11,017,721	0	11/01/02	O	
FD-2003-09	J. Aron and Company New York, NY 10004	NAESB Agreement for Natural Gas	E	B		N	N	32	83,241,402	83,241,402	0	04/22/03	O	
FD-2003-10	BP Energy Company Houston, TX 77079	NAESB Agreement for Natural Gas	E	B		F	N	32	221,828,649	221,828,649	0	10/01/04	O	
FD-2003-12	Exelon Generation Company, LLC Baltimore, MD 21231	NAESB Agreement for Natural Gas	E	B		F	N	32	69,252,906	69,252,906	0	06/09/03	O	
FD-2003-13	Merrill Lynch Commodities, Inc. Houston, TX 77046	NAESB Agreement for Natural Gas	E	B		F	N	32	2,538,965	2,538,965	0	11/01/03	O	
FD-2003-14	Colonial Energy Inc. Fairfax, VA 22033	NAESB Agreement for Natural Gas	E	B		F	N	32	520,388,670	520,388,670	168,038	07/01/03	O	
FD-2003-15	Virginia Power Energy Mktg Richmond, VA 23260	NAESB Agreement for Natural Gas	E	B		F	N	32	629,265,426	629,265,426	0	07/11/03	O	
FD-2004-08	Shell Energy North America (US), L.P. Houston, TX 77002	NAESB Agreement for Natural Gas	E	B		F	N	32	103,123,588	103,123,588	0	04/01/04	O	
FD-2005-12	NJR Energy Services Co Wall, NJ 07719	NAESB Agreement for Natural Gas	E	B		F	N	32	486,329,144	486,329,144	55,586	09/01/05	O	
FD-2008-05	Sequent Energy Mgmt LP Houston, TX 77002	NAESB Agreement for Natural Gas	E	B		F	N	32	44,094,869	44,094,869	1,532,286	03/01/08	O	
FD-2008-06	Macquarie Energy LLC Houston, TX 77002	NAESB Agreement for Natural Gas	E	B		F	N	32	47,096,447	47,096,447	0	07/01/08	O	
FD-2008-10	United Energy Trading, LLC Lakewood, CO 80228	NAESB Agreement for Natural Gas	E	B		F	N	32	159,713,512	159,713,512	711,213	11/19/08	O	
FD-2009-07	Conoco Phillips Company Houston, TX 77079	NAESB Agreement for Natural Gas	E	B		F	N	32	54,569,179	54,569,179	1,956,286	05/01/09	O	
FD-2009-08	NextEra Energy Power Marketing, LLC Juno Beach, FL 33408	NAESB Agreement for Natural Gas	E	B		F	N	32	15,896,315	15,896,315	0	12/01/09	O	
FD-2010-02	ENSTOR Energy Services, LLC Houston, TX 77070	NAESB Agreement for Natural Gas	E	B		F	N	32	37,442,338	37,442,338	0	08/09/10	O	
FD-2011-06	EDF Trading North America, LLC Houston, TX 77041	NAESB Agreement for Natural Gas	E	B		F	N	32	217,508,240	217,508,240	2,116,681	06/01/11	O	
FD-2011-10	Tenaska Gas Storage, LLC Omaha, NE 68154	NAESB Agreement for Natural Gas	E	B		F	N	32	1,251,315	1,251,315	0	12/01/11	O	
FD-2011-11	Statoil Natural Gas, LLC Stamford, CT 06902	NAESB Agreement for Natural Gas	E	B		F	N	32	18,684,302	18,684,302	0	04/18/12	O	
FD-2012-02	Repsol Energy North America Corporation The Woodlands, TX 77381	NAESB Agreement for Natural Gas	E	B		F	N	32	51,016,086	51,016,086	0	11/13/12	O	
FD-2013-06	Chesapeake Energy Marketing, LLC Oklahoma City, OK 73154	NAESB Agreement for Natural Gas	E	B		F	N	32	71,803,903	71,803,903	0	05/28/13	O	
FD-2014-08	Spark Energy Gas, LLC Houston, TX 77079	NAESB Agreement for Natural Gas	E	B		F	N	32	437,233,706	437,233,706	6,861,191	02/01/14	O	
FD-2014-12	EQT Energy, LLC Pittsburgh, PA 15222	NAESB Agreement for Natural Gas	E	B		F	N	32	39,647,196	39,647,196	2,131,354	05/01/14	O	
FD-2014-16	Pacific Summit Energy LLC Irvine, CA 92614	NAESB Agreement for Natural Gas	E	B		F	N	32	155,829,753	155,829,753	10,074,787	08/11/14	O	
FD-2015-03	Cabot Oil & Gas Corporation Houston, TX 77024	NAESB Agreement for Natural Gas	E	B		F	N	32	2,439,304	2,439,304	0	03/02/15	O	

POWER AUTHORITY OF THE STATE OF NEW YORK
ANNUAL REPORT OF PROCUREMENT CONTRACTS
REQUIRED BY N.Y. PUBLIC AUTHORITIES LAW, SECTION 2879

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED IN YEAR	DATE OF CONTRACT	O \ C	END DATE
FD-2015-05	DTE Energy Trading, Inc. Ann Arbor, MI 48104	NAESB Agreement for Natural Gas	E	B		F	N	32	161,152,469	161,152,469	14,437,218	08/14/15	O	
FD-2015-07	Definite Energy Group New York, NY 10022	NAESB Agreement for Natural Gas	E	B		N	N	32	385,895	385,895	0	10/01/15	O	
FD-2015-10	Direct Energy Business Marketing, LLC Iselin, NJ 08830	NAESB Agreement for Natural Gas	E	2		F	N	32	8,510,659	8,510,659	3,729,674	12/14/15	O	
FD-2016-02	Astoria Energy II LLC Astoria, NY 11105	AEII Demand Charges	E	2		N	N		194,848	194,848	38,979	05/01/16	O	
FD-2016-07	National Grid - LI Hicksville, NY 11801	LDC Agreement (Flynn)	E	2		N	N		8,764,774	8,764,774	1,581,276	04/01/17	O	
FD-2018-09	Twin Eagle Resource Management LLC Houston, TX 77040	NAESB Agreement for Natural Gas	E	B		F	N	32	6,070,679	6,070,679	713,009	07/10/18	O	
FD-2018-13	Engie Energy Marketing NA, Inc Houston, TX 77058	NAESB Agreement for Natural Gas	E	B		F	N	32	9,146,636	9,146,636	79,568	04/12/18	O	
FD-2018-19	Consolidated Edison Energy Valhalla, NY 10595	NAESB Agreement for Natural Gas	E	B		F	N	32	195,568	195,568	0	02/19/19	O	
FD-2018-20	Freepoint Commodities LLC Stamford, CT 06902	NAESB Agreement for Natural Gas	E	B		F	N	32	16,401,586	16,401,586	1,775,553	06/28/18	O	
FD-2018-21	Penn Oak Services, LLC Washington, DC 20012	NAESB Agreement for Natural Gas	E	B		F	N	32	9,068,690	9,068,690	1,040,925	07/19/18	O	
FD-2019-02	Castleton Commodities Mercant Trading LP 2200 Stamford, CT 06902	NAESB Agreement for Natural Gas	E	B		F	N	32	167,583,805	167,583,805	31,981,163	02/08/19	O	
FD-2019-03	Spotlight energy LLC Houston, TX 77024	NAESB Agreement for Natural Gas	E	B		F	N	32	42,489,061	42,489,061	3,349,065	04/18/19	O	
FD-2019-06	Transco Houston, TX 77216	Firm Gas Transportation Agreement	E	2		F	N		3,322,808	3,322,808	1,485,021	06/01/19	O	
FD-2019-07	Con Edison New York, NY 10003	LDC Agreement	E	2		N	N		15,125,446	15,125,446	3,741,781	07/01/19	O	
FD-2020-01	Vitol Houston, TX 77098	NAESB Agreement for Natural Gas	E	2		F	N	32	67,924,932	67,924,932	12,153,507	01/14/20	O	
FD-2020-02	Gunvor Houston, TX 77002	NAESB Agreement for Natural Gas	E	2		F	N	32	1,442,633	1,442,633	0	03/02/20	O	
FD-2020-08	AmSpec LLC Avenel, NJ 07001	Oil Inspection Agreement	S	B		N	N	10	851,657	851,657	0	10/01/20	O	12/31/25
FD-2020-09	Six One Commodities Stamford, CT 06902	NAESB Agreement for Natural Gas	E	2		F	N	32	15,025,239	15,025,239	883,986	10/22/20	O	
FD-2020-10	Diversified Roswell, GA 30075	NAESB Agreement for Natural Gas	E	2		F	Y	32	3,125	3,125	0	10/23/20	O	
FD-2020-11	Aggressive Energy Brooklyn, NY 11231	NAESB Agreement for Natural Gas	E	B		F	N	32	4,485	4,485	0	01/04/21	O	
FD-2022-10	Citadel Energy Marketing LLC Chicago, IL 60603	NAESB Agreement for Natural Gas	E	B		F	N	32	21,582,383	21,582,383	11,891,312	07/07/22	O	
FD-2022-11	DXT Commodities North America Inc Stamford, CT 06902	NAESB Agreement for Natural Gas	E	B		F	N	32	919,878	919,878	125,014	07/13/22	O	
FD-2022-12	Uniper Global Commodities North America LLC Chicago, IL 60602	NAESB Agreement for Natural Gas	E	B		F	N	32	3,227,649	3,227,649	256,222	07/21/22	O	
FD-2022-14	Atlantic Product Services, Inc. Carteret, NJ 07008	Oil Inspection Agreement	E	B		F	N	10	38,603	38,603	3,090	01/01/23	O	12/31/25
FD-2022-09	Camin Cargo Control, Inc. Pasadena , TX 77506	Oil Inspection Agreement	E	B		F	N	10	32,914	32,914	14,249	01/01/23	O	12/31/25
FD-2022-15	Emera Energy Services, Inc. Halifax, NS B3J1A1 CANADA	NAESB Agreement for Natural Gas	E	B		F	N	32	64,222,001	64,222,001	29,197,077	09/20/22	O	
FD-2022-20	Hartree Partners, LP New York, NY 10036	NAESB Agreement for Natural Gas	E	B		F	N	32	6,820,396	6,820,396	6,159,745	10/28/22	O	

POWER AUTHORITY OF THE STATE OF NEW YORK
ANNUAL REPORT OF PROCUREMENT CONTRACTS
REQUIRED BY N.Y. PUBLIC AUTHORITIES LAW, SECTION 2879

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED IN YEAR	DATE OF CONTRACT	O \ C	END DATE
FD-2022-21	Koch Energy Services, LLC Wichita, KS 67220	NAESB Agreement for Natural Gas	E	B		F	N	32	4,288,429	4,288,429	3,297,302	12/01/22	O	
FD-2023-02	National Grid - LI Hicksville, NY 11801	LDC Agreement (Brentwood/Pilgrim)	E	2		N	N		1,384,098	1,384,098	484,922	06/01/23	C	05/31/24
FD-2023-03□	National Grid - NY Brooklyn, NY 11201	LDC Agreement(G/K/P)	E	2		N	N		4,638,131	4,638,131	1,400,643	06/01/23	C	05/31/24
FD-2024-01	National Grid - LI Hicksville, NY 11801	LDC Agreement (Brentwood/Pilgrim)	E	2		N	N		398,900	398,900	398,900	06/01/24	C	07/31/24
FD-2024-02A	National Grid - NY Brooklyn, NY 11201	LDC Agreement(G/K/P)	E	2		N	N		306,032	306,032	306,032	06/01/24	C	07/31/24
FD-2024-03	George E Warren LLC Vero Beach, FL 32963	Oil Inventory	E	B		F	N	5	3,541,226	3,541,226	3,541,226	06/04/24	C	06/30/24
FD-2024-07	UGI Energy Services Wyomissing, PA 19610	NAESB Agreement for Natural Gas	E	B		F	N	32	356,976	356,976	356,976	02/06/24	O	
FD-2024-08	Calpine Energy Services Houston , TX 77002	NAESB Agreement for Natural Gas	E	B		F	N	32	694,746	694,746	694,746	02/06/24	O	
FD-2024-04	National Grid - LI Hicksville, NY 11801	LDC Agreement (Flynn)	E	2		N	N		802,486	802,486	802,486	08/01/24	O	
FD-2024-05	National Grid - NY Brooklyn, NY 11201	LDC Agreement(G/K/P)	E	2		N	N		447,849	447,849	447,849	08/01/24	O	
FD-2024-06	TC Energy Marketing Inc Houston , TX 77002	NAESB Agreement for Natural Gas	E	B		F	N	32	529,574	529,574	529,574	06/24/24	O	
		FUELS TOTALS							4,154,119,868	4,154,119,868	163,316,795			

NOTE:

* Contract continues until terminated by NYPA or Counterparty upon specified notice.

POWER AUTHORITY OF THE STATE OF NEW YORK
ANNUAL REPORT OF PROCUREMENT CONTRACTS
REQUIRED BY N.Y. PUBLIC AUTHORITIES LAW, SECTION 2879

PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED IN YEAR	DATE OF CONTRACT	O \ C	END DATE
PFM FINANCIAL ADVISORS LLC PHILADELPHIA, PA 19103	Capital Markets Financial Advisor	P	B	9	N	N	1	300,050	300,050	0	8/19/2019	O	
Piper Sandler Minneapolis, MN 55402	Capital Markets Financial Advisor	P	B	9	N	N	2	1,535,673	1,535,673	633,581	1/1/2022	O	
Hilltop (Prager & Co) San Francisco, CA 94111	Capital Markets Financial Advisor	P	B	9	N	N	2	196,929	196,929	0	1/1/2022	O	
Hilltop (Prager & Co) San Francisco, CA 94111	Capital Markets Financial Advisor_SFP	P	B	9	N	N	2	5,000	5,000	0	1/1/2022	O	
Credit Agricole New York, NY 10019	Advisors	P	B	9	N	N	1	10,000	10,000	0	6/12/2020	O	
Digital Assurance Certification (DAC)Formerly an Ernst & Young LLP affiliate company Orlando, FL 32801	Post Issuance Compliance provider	P	B	9	N	N	1	3,500	3,500	0	4/17/2023	O	
Bank of America New York, NY 10036	Re-marketing Agent CP-1	S	B	9	N	N	1	103,288	103,288	90,685	2/11/2022	O	
Bank of New York (formely JPMorgan) New York, NY 10286	Trustee/Paying Agent Services on Bonds _ SPF 2023	S	B	9	N	N	1	7,000	7,000	0	4/1/2022	O	
Bank of New York (formely JPMorgan) New York, NY 10286	Trustee/Paying Agent Services on Bonds	S	2	9	N	N	1	767,801	767,801	0	2/24/1998	O	
Bank of New York (formerly JPMorgan) New York, NY 10286	Trustee- Commercial Paper	S	2	9	N	N	1	328,817	328,817	0	10/2/2006	O	
Barclays Capital (assigned from Lehman Bros.) ** New York, NY 10019	Re-marketing Agent CP-1	S	B	9	N	N	1	2,195,541	2,195,541	0	7/14/1994	O	
Barclays Capital (assigned from Lehman Bros.) New York, NY 10019	Re-marketing Agent CP-3	S	B	9	N	N	1	41,988	41,988	0	6/26/2008	O	
Citigroup New York, NY 10013	Re-marketing Agent CP-2	S	B	9	N	N	1	1,351,308	1,351,308	8,069	12/4/1997	C	3/9/2024
Goldman, Sachs & Co. New York, NY 10004	Re-marketing Agent CP-2 and 3	S	B	9	N	N	1	1,332,549	1,332,549	4,354	12/4/1997	O	
Goldman, Sachs & Co. New York, NY 10004	Re-marketing EMCP	S	B	9	N	N	1	958,839	958,839	0	3/4/2003	O	
JPMorgan Chase New York, NY 10017	Re-marketing Agent CP-2	S	B	9	N	N	1	643,563	643,563	50,948	6/28/2001	O	
JPMorgan Chase New York, NY 10017	Re-marketing Agent CP-3	S	B	9	N	N	1	774,863	774,863	23,680	12/4/1997	O	
JPMorgan Chase New York, NY 10017	Escrow Agent POCR/CASP & LMEI Funds	S	B	9	N	N	1	621,903	621,903	0	5/30/1996	O	
JPMorgan Chase New York, NY 10017	Revolving Line of Credit 2019	S	B	9	N	N	1	24,458,282	24,458,282	2,292,583	1/19/2019	O	1/12/2026
JPMorgan Chase New York, NY 10017	Revolving Line of Credit 2020	S	B	9	N	N	2	5,917,167	5,917,167	825,208	4/22/2020	O	4/11/2026
Morgan Stanley New York, NY 10020	Re-marketing Agent CP-1	S	B	8	N	N	7	517,518	517,518	0	3/31/2009	O	
RBC Capital Markets ** New York, NY 10036	Re-marketing Agent CP-1	S	B	9	N	N	7	980,955	980,955	0	7/14/1994	O	
Sustainalytics U.S. Inc. New York, NY 10007	Surveillance of our Green Bond framework & financing	S	B	9	N	N	1	43,000	43,000	43,000	7/2/2024	O	
	FINANCE TOTALS							43,095,532	43,095,532	3,972,109			

NOTES:

* Contract continues until terminated by NYPA or Counterparty upon specified notice

** Expense History only available from 1997

POWER AUTHORITY OF THE STATE OF NEW YORK
ANNUAL REPORT OF PROCUREMENT CONTRACTS
TRANSFER OF INTEREST OF PERSONAL PROPERTY TO CANAL CORPORATION

Exhibit G
March 18, 2025

Property	Identified VIN if vehicle	Transfer Date	Transfer Value recorded by the Authority
2007 TALBERT LOWBOY	40FS0503471027803	1/29/2024	n/a
2009 TADANO GR-150XL-1	FD1853	1/29/2024	n/a
2012 FORD F250	1FT7X2B61CEA33409	1/29/2024	n/a
2013 CHEVY TAHOE	1GNSK2E08DR336530	1/29/2024	n/a
2013 FORD F250	1FT7X2B69DEB58854	1/29/2024	n/a
2015 FORD F150	1FTFW1EFXFKE06229	1/29/2024	n/a
2018 FORD F150	1FTEW1EB3JFA19936	1/29/2024	n/a
2007 KUBOTA M9540HDC12	55655	5/15/2024	n/a
2008 FORD F550	1FDAF57R08EC59411	5/15/2024	n/a
2013 CHEVY TAHOE	1GNSK2E02DR358698	5/15/2024	n/a
2014 FORD EXPLORER	1G1RA6E44EU141570	5/15/2024	n/a
2014 JLG MANLIFT	300191324	5/15/2024	n/a
2015 FORD F250	1FT7W2B67FED44401	5/15/2024	n/a
2016 FORD EXPLORER	1FM5K8AR0GGD32285	5/15/2024	n/a
2017 CHEVY VOLT	1G1RC6S55HU151679	5/15/2024	n/a
2017 FORD F150	1FTFW1EF8HKC36617	5/15/2024	n/a
2017 TOYOTA RAV 4 ELECTRIC	JTMRJREV7HD087672	5/15/2024	n/a
2017 TOYOTA RAV 4 ELECTRIC	JTMRJREV5HD073673	5/15/2024	n/a
2018 MORBARK BEEVER	4S8SZ1613JW072713	5/15/2024	n/a
2019 POLARIS GEM EM 1402	52CU2NAF4K5006590	5/15/2024	n/a
1994 STANLEY BOAT	S715R1011039	9/3/2024	n/a
1994 STANLEY TRAILER	2S9BB575R1011039	9/3/2024	n/a
2004 SUNTRACKER BOAT	BUJ40646E404	9/3/2024	n/a
2004 TRAILSTAR TRAILER	4TM13LJ194B001936	9/3/2024	n/a
2007 CATERPILLAR LOADER BACKHOE	CAT0420EPKMW01687	9/3/2024	n/a
2009 WELLS CARGO CW1222-102 OFFICE TRAILER	1WC200E21A8016758	9/3/2024	n/a
2010 FORD F550 ROLLBACK	1FDAF5GR9AEA95551	9/3/2024	n/a
2010 JLG INDUSTRIES ARTICULATING BOOMLIFT	300140571	9/3/2024	n/a
2011 CHEVY SUBURBAN	1GNSK5E31BR349192	9/3/2024	n/a
2011 FORD F150	1FTFW1EFXBKD87000	9/3/2024	n/a
2011 JLG 660SJ TELESCOPIC BOOMLIFT	300150152	9/3/2024	n/a
2011 WELLS CARGO EW1622 OFFICE TRAILER	1WC200G29A8016780	9/3/2024	n/a
2013 CHEVY IMPALA	2G1WF5E38D1261615	9/3/2024	n/a
2013 JACOBSEN HR9016 TURBO MOWER	7053901705	9/3/2024	n/a
2015 FORD F150	1FTEW1EFXFFB98650	9/3/2024	n/a
2016 SUBARU CROSSTREK	JF2GPBBC0GH203576	9/3/2024	n/a
2016 SUBARU CROSSTREK	4S4BSAAC0G3220437	9/3/2024	n/a
2018 FORD F150	1FTEW1EBXJFA19934	9/3/2024	n/a
2018 MITSUBISHI OUTLANDER	JA4J24A50JZ060366	9/3/2024	n/a
2011 FORD F250	1FTBF2B68BEB00678	10/28/2024	n/a
2012 FORD F350	1FDRF3F60CEC50120	10/28/2024	n/a
2013 BOBCAT E45 MINI EXCAVATOR	AG3G13181	10/28/2024	n/a
2014 MISSION MU80X12DL TRAILER	5WFBU1214EW047215	10/28/2024	n/a
2015 FORD F150	1FTFW1EF6FKE06227	10/28/2024	n/a
2015 FORD F150	1FTEW1EFXFFB92122	10/28/2024	n/a
2015 FORD F150	1FTEW1EF8FFB92121	10/28/2024	n/a
2015 FORD F550	1FDUF5HT1FEA41482	10/28/2024	n/a

2016 FORD F550	1FD0W5HT2GEB78916	10/28/2024	n/a
2017 FORD F150	1FTMF1E85HKC66876	10/28/2024	n/a
2017 FORD F350	1FT8X3BT8HEE86045	10/28/2024	n/a
	TRANSFER COUNT AND VALUE	50	0

CANAL CORPORATION PROCUREMENT CONTRACTS SUMMARY
January - December 2024

In accordance with the Canal Corporation Guidelines for Procurement Contracts, "procurement contracts" are contracts for the acquisition of goods and/or services in the actual or estimated amount of $5,000 or more. Such goods and/or services are those necessary to support the Canal Corporation's operations and maintenance and capital projects, including but not limited to, goods and commodities, construction, maintenance work and other services.

The following is a summary of all procurement contracts, including multi-year contracts, awarded through December 31, 2024 which were active during 2024 and are $5,000 or greater in value. There were 588 such contracts with a value of more than $243 million. Total procurement contract expenditures for Canal Corporation in 2024 exceeded $72 million.

The following is a breakdown of the total number of active contracts, excluding fossil fuel and corporate finance contracts, by contract type:

- 3% Construction services;
- 60% Equipment and Commodities;
- 5% IT Hardware and Software;
- 3% Architectural and Engineering services;
- 10% Personal Service contracts such as professional consulting services, legal; and
- 19% Non-Personal Service contracts such as maintenance, technicians, and contingent workforce

Based on the total value of the contracts included in this summary ($243 million), approximately 93.3% ($227 million) were competitively bid and 6.7% ($16 million) were sole/single-source award. Single source awards included over $1.9 million with NYS certified Minority-owned and Women-owned Business Enterprises (MWBEs), over $205 thousand with NYS certified Service-Disabled Veteran-Owned Businesses (SDVOBs) and over $1 million with NYS certified MBE/SDVOB businesses. Sole/single-source awards also included, but were not limited to, the purchase of highly specialized spare parts and services from original equipment manufacturers, procurement of services on an emergency basis and proprietary sources.

CANAL CORPORATION
ANNUAL REPORT OF DISPOSAL OF PERSONAL PROPERTY
REQUIRED BY N.Y. PUBLIC AUTHORITIES LAW, SECTION 2897

Exhibit I
March 18, 2025

Purchaser	Property	Date	FMV Determination	Fair Market Value	Received	Reason below Fair Market Value
Seaway Marine Group Clayton, NY 13624	1927 Flat Scow Raked Barge	9/20/2024	Competitive Bid	21,100	21,100	
Sheehan Equipment Corp. Potsdam, NY 13676	1951 Flat Scow Raked Barge	9/20/2024	Competitive Bid	27,800	27,800	
Pollard Excavating Inc Altamont, NY 12009	1991 Ford Backhoe	5/9/2024	Competitive Bid	8,400	8,400	
Pollard Excavating Inc Altamont, NY 12009	1997 John Deere Loader	5/5/2024	Competitive Bid	8,100	8,100	
Molic, Medin Staten Island, NY 10305	2013 Dodge Durago	11/21/2024	Competitive Bid	6,000	6,000	
Marsh, Wade Mexico, NY 13114	1999 Salso Chipper	11/21/2024	Competitive Bid	5,600	5,600	
Baldwin, Mike Northville, NY 12134	2021 Ketstone Springdale Camper	10/18/2024	Competitive Bid	7,400	7,400	
Sun City Auto Bridgeport, NY 13030	2021 Keystone Cougar 29BHS Trailer	6/13/2024	Competitive Bid	24,300	24,300	
Forrester Contracting Clinton, NY 13323	2021 Ketstone Springdale Camper	10/18/2024	Competitive Bid	8,200	8,200	
Timis Jordan, NY 13080	1926 Barge & G-1000 Gradall	9/17/2024	Competitive Bid	6,100	6,100	
	DISPOSAL TOTALS			123,000	123,000	

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: **March 18, 2025**

To: **GOVERNANCE COMMITTEE**

From: **PRESIDENT and CHIEF EXECUTIVE OFFICER**

Subject: **Annual Report of Procurement Contracts, and Annual Review of Open Procurement Service Contracts**

SUMMARY

The Committee is requested to recommend to the New York Power Authority Board of Trustees ("Board of Trustees") approval of the 2024 Annual Report of Procurement Contracts ("Annual Report") (Exhibit "A-2") and to review open service contracts exceeding one year that were active in 2024 as detailed in the Annual Report (Exhibit "A-2"). An Executive Summary is set forth in (Exhibit "A-1").

BACKGROUND

Section 2879 of the Public Authorities Law ("PAL") governs the administration and award of procurement contracts equal to or greater than $5,000. Section 2879 of the PAL requires public authorities to adopt comprehensive guidelines detailing their operative policy and instructions concerning the use, awarding, monitoring, and reporting of procurement contracts. The Authority's Guidelines were adopted by the Trustees at their meeting of October 31, 1989 and were implemented as of January 1, 1990. The Guidelines have been amended as deemed advisable and necessary, and reviewed and approved annually by the Board since that date, most recently on December 10, 2024.

Section 2879 of the PAL also requires authorities to review and approve such guidelines annually and to file a report regarding procurement contracts with the Director of the Division of the Budget, the Department of Audit and Control, the Department of Economic Development, the Senate Finance Committee, the Assembly Ways and Means Committee and the Authorities Budget Office. The Annual Report must include a copy of the Authority's current Guidelines, details concerning any changes to the Guidelines during the year and particular information concerning procurement contracts. For each procurement contract included in the report, the following information must be identified:

> *[A] listing of all procurement contracts entered into [by the Authority], all contracts entered into with New York State business enterprises and the subject matter and value thereof, all contracts entered into with certified minority or women-owned business enterprises and the subject matter and value thereof, all referrals made and all penalties imposed pursuant to section three hundred sixteen of the executive law, all contracts entered into with foreign business enterprises, and the subject matter and value thereof,*

the selection process used to select such contractors, all procurement contracts which were exempt from the publication requirements of article four-C of the economic development law, the basis for any such exemption and the status of existing procurement contracts.

Lastly, § 2879 of the PAL requires an annual review by the Trustees of open service contracts exceeding one year, which are also included in the Annual Report.

DISCUSSION

The 2024 Annual Report is attached for the Board of Trustees' review and approval (Exhibit "A-2"). The Annual Report reflects activity for all procurement contracts equal to or greater than $5,000, as identified by the Authority's SAP Enterprise Resource Planning ("ERP") system, that were open, closed or awarded in 2024, including contracts that were extended into 2025 or beyond. In addition, fossil fuels transactions reported by the Fuel Planning and Operations group and financial-related services reported by Corporate Finance (of the Wholesale Commercial Operations and Business Services Business Units, respectively), are included in the Annual Report of Procurement Contracts. All additional information required by the statute is also included. The Trustees are requested to approve the attached Annual Report pursuant to § 2879 of the PAL prior to submittal thereof to the Director of the Division of the Budget, the Department of Audit and Control, the Department of Economic Development, the Senate Finance Committee, the Assembly Ways and Means Committee and the Authorities Budget Office.

FISCAL INFORMATION

There will be no financial impact on the Authority or the Canal Corporation.

RECOMMENDATION

The Committee is requested to review the respective the 2024 Annual Report of Procurement Contracts, and the review of open service contracts as attached hereto in Exhibits "A-1" through "A-2" and, if appropriate, to recommend adoption by the New York Power Authority Board of Trustees at the annual meeting to be held on March 25, 2025.

For the reasons stated, I recommend the approval of the above-requested action by adoption of the resolution below.

Justin E. Driscoll

President and Chief Executive Officer

R E S O L U T I O N

RESOLVED, that pursuant to Section 2879 of the Public Authorities Law and the Authority's and Canal's Procurement Guidelines, the Annual Report of Procurement Contracts, and the Guidelines for the use, awarding, monitoring and reporting of Procurement Contracts, as amended, be, and hereby are, approved; and be it further

RESOLVED, that the open service contracts exceeding one year be, and hereby are, reviewed and approved; and be it further

RESOLVED, that the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

Exhibit A-1
March 18, 2025

POWER AUTHORITY OF THE STATE OF NEW YORK
2024 ANNUAL REPORT OF PROCUREMENT CONTRACTS

EXECUTIVE SUMMARY

The Power Authority of the State of New York (the "Authority") is a corporate municipal instrumentality and political subdivision of the State of New York. The Authority requires the services of outside firms to perform construction work, to furnish varied goods and services, including accounting, engineering, legal, surveying and other work of a consulting, professional or technical nature. These contracts are associated with the construction, maintenance and operation of the Authority's electric generating and transmission facilities, transmission lines, as well as for the execution of Energy Solutions and Energy Efficiency programs and in support of VISION2030. The Canal Corporation is fully integrated into the NYPA procurement process and all related contracts for goods and services are included in this report.

2024 ANNUAL REPORT OF PROCUREMENT CONTRACTS (Exhibit "A-1")

The Annual Report includes specific details for 3,089 procurements with a value of $5,000 or greater which were active in 2024. These contracts have a value of more than $6.39 billion and procurement expenditures in 2024 exceeded $1.04 billion. Based on contract value, approximately 98.8% ($6.32 billion) were competitively bid and 1.2% ($77 million) were sole/single-source awards, which included over $10.1 million in Minority- and Women-owned Business Enterprises (MWBEs) awards, over $3.6 million in Service-Disabled Veteran-Owned Businesses (SDVOBs) contract awards and over $1.4 million with NYS certified MBE/SDVOB businesses. Sole/single-source awards also included, but were not limited to, the purchase of highly specialized spare parts and services from original equipment manufacturers, procurement of services on an emergency basis and proprietary sources.

ADVANCING NEW YORK STATE BUSINESS

The focus remains steady on the economic success of New York. In 2024, 58% of all new contracts were awarded to New York State businesses and New York companies earned $460M, or 42%, of NYPA contract expenditures.

SUPPLIER DIVERSITY

From January 1, 2024, to December 31, 2024, the Authority and the Canal Corporation spent $122 million ($71.9M with prime contractors and $50.3M with subcontractors), or 21% of its eligible expenditures with New York State-certified Minority- Women-Owned Business Enterprises (MWBE) and $15 million ($12.1M with prime contractors and $2.9M with subcontractors), or 4% of its eligible expenditures with New York State-certified Service-Disabled Veteran-Owned Businesses (SDVOB).

Exhibit A-2
March 18, 2025

2024 Annual Report of Procurement Contracts

NEW YORK STATE | NY Power Authority | Canal Corporation

FIELD EXPLANATION GUIDE

ARRANGEMENT: Listed in ascending order by Contract Number or Identifier.

SCOPE: All procurement contracts (for goods or services) with a value of $5,000 or greater that were open, completed or awarded in 2024, including contracts that were extended into 2025 or beyond. Also included are non-contract procurements by purchase order or credit card where the spend with the vendor was $5,000 or greater

FIELD NAMES

TYPE: COMMITMENT TYPE, Indicating the major category of goods or kind of services provided.

MOA: METHOD OF AWARD, Indicating the basis of vendor selection.

RNA: REASON NOT ADVERTISED, Indicating the reason a notice was not published in the Contract Reporter.

OPA: OMNIBUS PROCUREMENT ACT, Indicating where the goods were substantially manufactured or assembled or where the services were substantially performed; New York or Foreign to New York.

SDIV: Supplier Diversity Indicator

BIDS: NUMBER OF BIDS, Indicating the number of bids received for contracts awarded. Such information is not included for contracts awarded prior to 2007.

TOTAL CONTRACT AMOUNT: Total value of the commitment as of December 31, 2024, reported from the SAP system. NOTE: Additional funding may be authorized via issuance of a Change Order in accordance with the Authority's Expenditure

TOTAL AMOUNT EXPENDED TO DATE: Total amount expended through December 31,2024.

AMOUNT EXPENDED IN 2024: Total amount expended during the report year, January 1, 2024 through December 31, 2024, as reported by SAP system.

DATE OF CONTRACT: Date on which the original commitment was effective (which may differ from Issue Date of formal contract or "Create Date" in SAP system).

O/C: OPEN / COMPLETED, Status of the contract as of December 31, 2024.

END DATE: For open commitments, date of which goods are scheduled to be received or the date on which the scope of the contract is scheduled to be physically completed. For closed completed commitments, the date of actual physical completion, when goods were delivered or services completed in full; this does not necessarily reflect that the final payment has been made.

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

TABLE FOR PROCUREMENT CONTRACT SUMMARY FIELDS

COMMITMENT TYPE

A = ARCHITECTURAL & ENGINEERING SERVICES
C = CONSTRUCTION
E = EQUIPMENT/COMMODITIES
H = IT HARDWARE
I = IT SOFTWARE
L = LEGAL SERVICES
M = MAINTENANCE / OUTAGE
P = PERSONAL SERVICES
R = IT CONSULTING / DEVELOPMENT
S = OTHER (NON-PERSONAL) SERVICES
T = TELECOMM
W = CONTINGENT WORKFORCE

METHOD OF AWARD

B = COMPETITIVE BID
C = COMPETITIVE SEARCH
DP = COMPETITIVE DISCRETIONARY UNDER $500K
1 = SOLE SOURCE
2 = SINGLE SOURCE
V = SDVOB SET ASIDE
A = Aggregate Report for non-contract purchases

REASON NOT ADVERTISED

1 = EMERGENCY OR CRITICAL BASIS
2 = RE-BID/RE-SOLICITED FOR THE SAME GOODS/SERVICE WITHIN 45 BUSINESS DAYS AFTER ORIGINAL BIDS WERE DUE
3 = NOT-FOR-PROFIT PROVIDER OF HUMAN SERVICES
4 = CHARITABLE NON-PROFIT AGENCY WHICH DISTRIBUTES PRODUCTS PRODUCED BY THE BLIND OR SEVERELY HANDICAPPED OR IN CONNECTION WITH SPECIAL EMPLOYMENT PROGRAMS OF THE OFFICE OF MENTAL HEALTH
5 = ORIGINAL AWARD LESS THAN $50,000
6 = ORIGINAL ESTIMATE LESS THAN $50,000
7 = AWARDED UNDER STATE (OGS) OR FEDERAL (GSA) CONTRACT (PIGGYBACK)
8 = NOTICED IN CONTRACT REPORTER
9 = NOT APPLICABLE - NON-PROCUREMENT, MEMBERSHIP, LAND PURCHASES, USE OF PIPELINE, ETC.

OPA : OMNIBUS PROCUREMENT ACT

ENTERED INTO THE SAP SYSTEM (CONTRACT DATA SCREEN): “NYSBE or FBE”

N = GOODS WERE SUBSTANTIALLY PRODUCED OR SERVICES SUBSTANTIALLY PERFORMED IN NEW YORK STATE EXCEPT FOR CONSTRUCTION CONTRACTS

F = GOODS WERE SUBSTANTIALLY PRODUCED OR SERVICES SUBSTANTIALLY PERFORMED OUTSIDE NEW YORK STATE (FOREIGN)

MWBE: MINORITY- AND WOMEN-OWNED BUSINESS ENTERPRISE

02 = NEW YORK STATE-CERTIFIED SERVICE-DISABLED VETERAN-OWNED BUSINESS (SDVOB)
03 = NEW YORK STATE-CERTIFIED WOMEN-OWNED BUSINESS ENTERPRISE (WBE)
04 = NEW YORK STATE-CERTIFIED MINORITY-OWNED BUSINESS ENTERPRISE (MBE)
07 = NEW YORK STATE CERTIFIED MINORITY WOMEN OWNED BUSINESS ENTERPRISE (MWBE)
08 = DISADVANTAGED BUSINESS ENTERPRISE (DBE)
09 = DISADVANTAGED BUSINESS ENTERPRISE (DBE) & CERTIFIED WOMEN OWNED BUSINESS (WBE)
10 = DISADVANTAGED BUSINESS ENTERPRISE (DBE) & CERTIFIED MINORITY OWNED BUSINESS (MBE)
11 = SERVICE-DISABLED VETERAN-OWNED BUSINESS (SDVOB) & CERTIFIED MINORITY OWNED BUSINESS (MBE)
12 = SERVICE-DISABLED VETERAN-OWNED BUSINESS (SDVOB) & CERTIFIED WOMEN OWNED BUSINESS (WBE)
13 = SERVICE-DISABLED VETERAN-OWNED BUSINESS (SDVOB) & CERTIFIED MINORITY OWNED BUSINESS (WMBE)
14 = DISADVANTAGED BUSINESS ENTERPRISE (DBE) & CERTIFIED MINORITY WOMEN OWNED BUSINESS (MWBE)
N = BUSINESS ENTERPRISE WITH NO CERTIFICATION AS A DIVERSE SUPPLIER

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400002712	FERRELLGAS LP LIBERTY, MO 64068	FUEL	E	B	5	N	N	01	9,000	4,214	0	7/1/2018	C	6/30/2024
4400004504 OGS-PGB23174	ENTERPRISE HOLDINGS INC DBA ENTPERPRISE RENT A TRUCK DBA ENTPERPRISE RENT A TRUCK ROCHESTER, NY 14624	CAR RENTAL	E	B	7	N	N	01			62,029		O	
4400004562	TOTAL ADMINISTRATIVE SERVICES CORP TASC TASC MADISON, WI 53704	COBRA ADMINISTRATION SERVICES	P	B		F	N	05	5,000	0	0	1/1/2020	O	12/31/2025
4400005309	NYS MARINE HIGHWAY TRANSPORTATION LLC LLC TROY, NY 12180	CANAL ICE BREAKER TUG RENTAL	E	B		N	N	03	5,828,402	3,421,864	830,571	11/24/2021	O	12/31/2025
4400005376	SYNTHESIS ARCHITECTS LLP SCHENECTADY, NY 12305	GPM PROJECT	P	2	8	N	N	01	689,721	640,817	190,071	11/6/2020	C	10/5/2024
4400005495 OGS-PC69147	AUTOMOTIVE RENTALS INC HOLMAN HOLMAN MOUNT LAUREL, NJ 08054	FLEET MAINTENANCE SERVICES	E	B	7	N	N	01			1,887,254		O	
4400005558	YSI INC YELLOW SPRINGS, OH 45387	GAGE MAINTENANCE	S	B		F	N	01	2,506,565	1,559,872	319,433	2/3/2021	O	3/31/2026
4400005601 OGS-PC69343	CRANESVILLE BLOCK CO INC AMSTERDAM, NY 12010	AGGREGATES	E	B	7	N	N	12			0		C	
4400005766 OGS-PC69343	CRANESVILLE BLOCK CO INC AMSTERDAM, NY 12010	FINE AND COARSE AGGREGATES	E	B	7	N	N	03			0		C	
4400005771	A VERDI LLC SAVANNAH, NY 13146	RENTAL OF STORAGE CONTAINERS	E	2	5	N	N	01	36,222	18,378	3,800	5/10/2021	C	5/9/2024
4400005806 OGS-PC69352	HEIDELBERG MATERIALS NORTHEAST NY LLC NY LLC JAMESVILLE, NY 13078	FINE AND COARSE AGGREGATES	E	B	7	N	N	03			0		C	
4400005807 OGS-PC69352	HEIDELBERG MATERIALS NORTHEAST NY LLC NY LLC JAMESVILLE, NY 13078	FINE AND COARSE AGGREGATES	E	B	7	N	N	03			0		C	
4400005890 OGS-PC69344	CUSHING STONE CO INC AMSTERDAM, NY 12010	FINE AND COARSE AGGREGATES	E	B	7	N	N	05			5,534		C	
4400005895 OGS-PS68202	DELL MARKETING LP BUFFALO GROVE, IL 60089	SOFTWARE - MICROSOFT	E	B	7	F	N	01			413,436		C	
4400005951 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	03			16,964		O	
4400005965 OGS-PC68970	ROBERT GREEN AUTO AND TRUCK INC ROBERT GREEN TRUCK DIVISION INC ROBERT GREEN TRUCK DIVISION INC ROCK HILL, NY 12775	SIX RAM 3500 WITH READING BODY	E	B	7	N	N	01			0		O	
4400006068 OGS-PC69484	NOCO ENERGY CORP TONAWANDA, NY 14150	FUEL	E	B	7	N	N	08			65,492		C	
4400006113 OGS-PC70131	CARGILL INC SALT, ROAD SAFETY SALT, ROAD SAFETY NORTH OLMSTED, OH 44070	SALT	E	B	7	N	N	01			0		C	
4400006168 OGS-PC69363	HOLCIM QUARRIES NY INC NEW YORK, NY 10087	AGGREGATES	E	B	7	N	N	03			162		C	
4400006184	VIRSIG LLC PORT WASHINGTON, NY 11050	SECURITY CAMERAS AND MAINTENANCE SAAS SYSTEM	E	2	8	N	11	01	267,538	267,538	0	10/26/2021	C	10/25/2024
4400006227 OGS-PC69352	HEIDELBERG MATERIALS NORTHEAST NY LLC NY LLC JAMESVILLE, NY 13078	AGGREGATES	E	B	7	N	N	08			7,681		C	
4400006293 OGS-PC69127	BARRE STONE PRODUCTS INC ALBION, NY 14411	FINE AND COARSE AGGREGATES	E	B	7	N	N	08			1,919		O	
4400006294 OGS-PC69126	BARRE STONE PRODUCTS INC ALBION, NY 14411	AGGREGATES	E	B	7	N	N	08			154		O	
4400006295 OGS-PS69099	ABELE TRACTOR AND EQUIPMENT CO INC ALBANY, NY 12205	RENTAL OF CAT D6T WITH RIPPER	E	B	7	N	N	06			0		O	
4400006314 OGS-PC69343	CRANESVILLE BLOCK CO INC AMSTERDAM, NY 12010	AGGREGATES	E	B	7	N	N	08			0		C	
4400006328 OGS-PC69523	SUNOCO LLC NEWTOWN SQUARE, PA 19073	FUEL	E	B	7	N	N	08			250		O	
4400006333 OGS-PC69518	MAIN BROTHERS OIL CO INC MAIN - CARE ENERGY MAIN - CARE ENERGY ALBANY, NY 12211	FUEL	E	B	7	N	N	08			12,966		O	
4400006340 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	08			18,136		O	
4400006345 OGS-PC69516	GLOBAL MONTELLO GROUP CORP WALTHAM, MA 02454	FUEL	E	B	7	F	N	08			17,658		O	
4400006379 OGS-PC69517	KURK FUEL OIL CO DBA FOR GOETZ ENERGY CORP DBA FOR GOETZ ENERGY CORP BUFFALO, NY 14217	FUEL	E	B	7	N	N	09			11,022		O	
4400006380 OGS-PC69517	KURK FUEL OIL CO DBA FOR GOETZ ENERGY CORP DBA FOR GOETZ ENERGY CORP BUFFALO, NY 14217	FUEL	E	B	7	N	N	09			38,968		O	
4400006382	SAFETY KLEEN SYSTEMS INC COHOES, NY 12047	PARTS WASHING	E	C	5	N	N	01	9,000	5,676	0	1/11/2022	C	1/10/2024
4400006537	DEWBERRY ENGINEERS INC NEW YORK, NY 10001	ENGINEERING CONSULTING SUPPORT OF NYSCC MODERNIZATION PLAN	A	2	8	N	N	01	193,364	122,751	42,914	3/23/2022	C	3/22/2024
4400006620	IRON HORSE WELDING LLC BRENT D PRUIKSMA BRENT D PRUIKSMA MEDUSA, NY 12120	WELDING REPAIRS TO TUG	S	2	8	N	N	01	320,000	187,300	110,400	4/1/2022	O	3/31/2027
4400006631 OGS-PC69347	DOLOMITE PRODUCTS COMPANY INC ROCHESTER, NY 14625	AGGREGATES	E	B	7	N	N	08			652		C	
4400006635 OGS-PC69406	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	CATERPILLAR HIGH LIFT LOADERS	E	B	7	N	N	01			363,290		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400006644	ABC FIRE EXTINGUISHER CO INC UTICA, NY 13502	FIRE EXTINGUISHER MAINTENANCE	E	B	5	N	N	01	8,735	5,901	1,246	5/3/2022	C	4/24/2024
4400006661 OGS-PREFERREDSOURC	CORCRAFT-DIV OF CORRECT INDUSTRIES DBA FOR DEPT OF CORRECTIONAL SERV DBA FOR DEPT OF CORRECTIONAL SERV MENANDS, NY 12204	SIGNS	E	B	7	N	N	01			0		O	
4400006693 OGS-PC69406	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	CATERPILLAR 440 BACKHOE	E	B	7	N	N	01			0		C	
4400006718	SITECORE USA INC SAN FRANCISCO, CA 94111	SOFTWARE - SITECORE	I	2	8	N	N	01	831,294	702,322	0	6/3/2022	O	5/18/2025
4400006719 OGS-PC69406	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	CATERPILLAR D6XE DOZER	E	B	7	N	N	01			475,180		C	
4400006794	WILLIAMS SCOTSMAN INC WILLSCOT MOBILE MINI WILLSCOT MOBILE MINI EAST SYRACUSE, NY 13057	TRAILER RENTAL	E	B	5	N	N	03	35,450	28,926	10,344	7/6/2022	O	7/5/2025
4400006865	VMJR COMPANIES LLC GLENS FALLS, NY 12801	GUY PARK MANOR REHABILITATION	C	B		N	N	02	11,459,000	5,360,071	2,910,412	8/8/2022	O	8/7/2025
4400006880	SLATE HILL CONSTRUCTORS INC WARNERS, NY 13164	LOCK SUBSIDENCE REPAIRS	C	B		N	N	02	1,794,971	1,794,971	90,315	8/12/2022	C	6/11/2024
4400006895	CITY OF ROME ROME, NY 13440	ROME NAVIGATION CENTER ACCESS PROJECT	E	C	5	N	N	01	25,000	0	0	8/17/2022	C	12/31/2024
4400007040	MAIN CARE ENERGY CANAJOHARIE, NY 13317	FUEL	E	2	8	N	N	01	100,000	66,907	0	10/19/2022	C	8/22/2024
4400007043	CABEZAS ENGINEERING PLLC ALPINE, NY 14805	REWIRE	P	2	8	N	04	01	150,000	66,000	24,000	10/19/2022	O	10/18/2025
4400007046 OGS-PC70131	CARGILL INC SALT, ROAD SAFETY SALT, ROAD SAFETY NORTH OLMSTED, OH 44070	ONEIDA EAST AND ONEIDA WEST	E	B	7	N	N	01			0		C	
4400007069	A-VERDI COS LLC PUMPERJACK SEPTIC PUMPERJACK SEPTIC SAVANNAH, NY 13146	CONEX BOX RENTAL	E	B	5	N	N	01	18,036	7,684	4,648	11/7/2022	O	11/6/2025
4400007111	A VERDI LLC SAVANNAH, NY 13146	TRAILER RENTAL	E	2	6	N	N	01	13,716	11,846	0	11/28/2022	C	11/27/2024
4400007127	ATLANTIC SALT INC LOWELL, MA 01852	SALT	E	C	5	N	N	06	20,000	9,788	0	12/1/2022	C	8/31/2024
4400007152 OGS-PC69406	SOUTHWORTH-MILTON INC SYRACUSE, NY 13205	CATERPILLAR 80" GRAPPLE BUCKET	E	B	7	N	N	01			0		C	
4400007191	CHA CONSULTING INC ALBANY, NY 12205	CONSTRUCTION INSPECTION SERVICES	P	B		N	N	01	198,741	198,741	0	1/4/2023	C	1/3/2024
4400007202	ALBANY STEEL INC ALBANY, NY 12204	STEEL FOR TRASH RACKS	E	C	5	N	N	03	7,214	7,226	0	1/11/2023	C	1/10/2024
4400007208 OGS-PC69406	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT MILFORD, MA 01757	323 CATERPILLAR EXCAVATORS	E	B	7	N	N	03			0		C	
4400007209 OGS-PC69406	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT MILFORD, MA 01757	NYE STUMP HARVESTER	E	B	7	N	N	03			0		C	
4400007214 OGS-PC69406	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	ROBOTEC ROTATION GRAPPLE SAW	E	B	7	N	N	01			134,923		C	
4400007221	HUBBELL GALVANIZING INC NEW YORK MILLS, NY 13417	PARTS	E	2	5	N	N	01	10,000	8,139	0	1/23/2023	C	1/22/2024
4400007222	VERSATILE LLC PORT BYRON, NY 13140	40' FIELD OFFICES ON WHEELS	E	2	5	N	03	01	7,386	7,386	0	1/23/2023	C	1/22/2024
4400007231	RELENTLESS CONSTRUCTION LLC ALBION, NY 14411	INSULATION SPRAY FOAM WALLS	E	C	6	N	N	03	22,500	22,500	0	1/30/2023	C	1/29/2024
4400007233	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	COMPUTER MG 510 1CN 2 JIC-6	E	2	5	N	N	01	9,611	9,611	0	1/30/2023	C	1/29/2024
4400007234	STEEL SALES INC SHERBURNE, NY 13460	MATERIALS FOR TORQUE TUBE REHAB	E	C	6	N	N	03	21,077	21,077	0	1/30/2023	C	1/29/2024
4400007235	INSERRA'S FLOORING OUTLET INC MARCY, NY 13403	FLOORING	E	2	6	N	N	01	6,924	6,924	0	1/30/2023	C	1/29/2024
4400007239	BRANDSAFWAY SERVCE LLC DBA FOR SAFWAY INTERMEDIATE HOLDING DBA FOR SAFWAY INTERMEDIATE HOLDING MENANDS, NY 12204	SCAFFOLDING RENTAL	E	C	5	N	N	03	9,370	9,370	0	1/31/2023	C	1/30/2024
4400007244	SYRACUSE SUPPLY DBA FOR QMP ENTERPRISES INC DBA FOR QMP ENTERPRISES INC PHOENIX, NY 13135	MILLING MACHINE	E	B		N	N	02	499,900	499,900	424,915	2/1/2023	C	1/31/2024
4400007248	HAUN WELDING SUPPLY INC BUFFALO, NY 14217	IRONWORKER	E	C	6	N	N	03	31,935	31,935	0	2/6/2023	C	2/5/2024
4400007249	BLUMBERG MACHINERY COMPANY BANNOCKBURN, IL 60015	RADIAL DRILL	E	B		N	N	05	61,260	61,260	0	2/6/2023	C	2/5/2024
4400007251 OGS-PC69840	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	DIAMOND 30' BOOM MOWER	E	B	7	N	N	05			102,743		O	
4400007255 OGS-PC69377	CAPITAL TRACTOR INC GREENWICH, NY 12834	NEW HOLLAND TS6 110 TRACTOR	E	B	7	N	N	05			0		C	
4400007256 OGS-PC69377	CAPITAL TRACTOR INC GREENWICH, NY 12834	NEW HOLLAND TS6-145 TRACTOR	E	B	7	N	N	05			0		C	
4400007258	MONTGOMERY COUNTY FONDA, NY 12068	WASTE DISPOSAL	S	C	6	N	N	01	9,500	6,964	2,332	2/8/2023	C	2/7/2024
4400007260 OGS-PC69840	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	DIAMOND 75" SIDE AND 102" REAR 3 POINT	E	B	7	N	N	05			0		C	
4400007281	UNIVERSAL METAL WORKS LLC FULTON, NY 13069	CONNECTING CLAMPS WITH MOUNTING PAD	E	2	6	N	N	01	14,880	14,880	0	2/15/2023	C	2/14/2024
4400007282 OGS-PS69330	ALTA CONSTRUCTION EQUIPMENT NEW YORK LLC NEW YORK LLC SYRACUSE, NY 13206	RT14R TRACK DUMP RENTAL	E	B	7	N	N	01			0		C	
4400007283	BOBCAT OF GLOVERSVILLE JOHNSTOWN LLC JOHNSTOWN LLC JOHNSTOWN, NY 12095	HYDRAULIC MOTOR REPLACEMENT	E	2	6	N	N	01	8,843	8,843	0	2/16/2023	C	2/15/2024
4400007289 OGS-PC69840	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	DIAMOND 22' BOOM MOWER	E	B	7	N	N	01			80,892		O	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400007292	CINTAS CORPORATION ALDEN, NY 14004	CINTAS FIRST AID	E	C	6	N	N	01	9,998	9,743	5,046	2/20/2023	O	2/19/2025
4400007296	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	FENDERING AND ACCESSORIES	E	2	6	N	02	01	47,175	47,175	0	3/1/2023	C	2/28/2024
4400007299	WAYPOINT TECHNOLOGY GROUP LLC ALBANY, NY 12205	TRIMBLE R22 RECEIVERS	H	2	6	N	N	01	48,487	48,487	0	3/7/2023	C	3/6/2024
4400007304	KEELER CONST CO INC ALBION, NY 14411	CANAL EMBANKMENT REPAIRS	S	B		N	N	03	199,403	276,564	0	3/8/2023	C	3/7/2024
4400007308	STELLA JONES CORPORATION TACOMA, WA 98421	GREENHART-COIN WOOD	E	2	5	N	N	01	13,413	13,413	0	3/9/2023	C	3/8/2024
4400007315	NU-WAY HYDRAULICS NY-WAY CONCRETE EQUIPMENT SALES INC NY-WAY CONCRETE EQUIPMENT SALES INC EAST SYRACUSE, NY 13057	VALVE TIE ROD CYLINDER	E	2	6	N	N	01	17,354	17,179	0	3/13/2023	C	3/12/2024
4400007324	PUMP SERVICE AND SUPPLY OF TROY INC A HOLLAND PUMP COMPANY A HOLLAND PUMP COMPANY TROY, NY 12180	DEWATERING PUMPS	E	C	5	N	N	03	23,425	23,425	0	3/17/2023	C	3/16/2024
4400007325 OGS-PC69406	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT MILFORD, MA 01757	STICK AND BOOM FOR 336 EXCAVATOR	E	B	7	N	N	01			0		C	
4400007328	CINTAS CORPORATION ALDEN, NY 14004	CARPET RENTAL	S	B	5	N	N	01	8,400	6,023	3,335	3/20/2024	O	3/19/2025
4400007330 OGS-PC69406	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT MILFORD, MA 01757	STANDARD STICK AND BOOM FOR 336 EXCAVATOR	E	B	7	N	N	06			0		O	
4400007331	JB LUMBER LLC JEREMIAH BEACHY JEREMIAH BEACHY MIDDLEPORT, NY 14105	LUMBER	E	2	6	N	N	01	25,752	25,752	0	3/21/2023	C	3/20/2024
4400007332	DMYLES INC NIAGARA FALLS, NY 14305	SOIL REMEDIATION K302	S	2	8	N	11	01	254,126	254,126	0	3/21/2023	C	3/20/2024
4400007336	POSEIDON LLC POSEIDON BARGE POSEIDON BARGE BERNE, IN 46711	UPGRADE HYDRAULIC POWER UNITS	E	2	5	F	N	01	23,300	22,775	0	3/24/2023	C	3/23/2024
4400007339 OGS-PC69484	NOCO ENERGY CORP TONAWANDA, NY 14150	FUEL	E	B	7	N	N	07			0		C	
4400007348	MONROE TRACTOR AND IMPLEMENT CO INC HENRIETTA, NY 14467	LONG REACH EXCAVATOR REPAIR	S	C	5	N	03	03	12,661	10,935	0	3/28/2023	C	3/27/2024
4400007373	JILL VAN SLYKE OLD FORGE, NY 13420	SECURITY AND WATER MONITORING	P	2	5	N	N	01	5,000	4,240	0	4/11/2023	C	4/10/2024
4400007386	PUMP SERVICE AND SUPPLY OF TROY INC A HOLLAND PUMP COMPANY A HOLLAND PUMP COMPANY TROY, NY 12180	BUCKBOOST	E	2	6	N	N	01	7,950	7,950	0	4/18/2023	C	4/17/2024
4400007395	KAMAN INDUSTRIAL TECHNOLOGIES CORP EAST SYRACUSE, NY 13057	CYLINDRICAL BEARINGS	E	C	6	N	N	03	6,669	6,718	0	4/19/2023	C	4/18/2024
4400007396 OGS-PC69204	WALTER S PRATT AND SONS INC RENSSELAER, NY 12144	DOOSAN P185 WDO-T4F PORTABLE AIR COMPRESSOR	E	B	7	N	N	06			23,866		O	
4400007397 OGS-PC69120	TRACEY ROAD EQUIPMENT INC EAST SYRACUSE, NY 13057	FELLING XF-110-3 HDG-SL 26' DECK	E	B	7	N	N	06			0		C	
4400007399 OGS-PS69120	TRACEY ROAD EQUIPMENT INC EAST SYRACUSE, NY 13057	FELLING XF-110-3 HDG-SL 24'DECK	E	B	7	N	N	01			113,288		O	
4400007405	OSWEGO COUNTY SHERIFF'S OFFICE OSWEGO, NY 13126	MARINE PATROL	S	B	9	N	N	14	40,000	0	0	4/28/2023	C	3/31/2024
4400007406	SENECA COUNTY SHERIFF ROMULUS, NY 14541	MARINE PATROL	S	C	5	N	N	14	39,867	0	0	4/28/2023	C	3/31/2024
4400007407	COUNTY OF WASHINGTON FORT EDWARD, NY 12828	MARINE PATROL	S	C	5	N	N	14	36,000	0	0	4/28/2023	C	3/31/2024
4400007408	ORLEANS COUNTY SHERIFF'S OFFICE ALBION, NY 14411	MARINE PATROL	S	C	9	N	N	14	40,000	1,028	1,028	4/28/2023	C	3/31/2024
4400007409 OGS-PC69406	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	CATERPILLAR 963 TRACK LOADER	E	B	7	N	N	06			525,811		C	
4400007411	TOMPKINS COUNTY SHERIFF'S OFFICE ITHACA, NY 14850	MARINE PATROL	S	C	5	N	N	14	20,000	13,819	13,819	5/3/2023	C	3/31/2024
4400007413	SILVERBACK INDUSTRIES LLC IAN GRACEY IAN GRACEY TACOMA, WA 98421	ALUMINUM WORKBOAT FURNISH AND DELIVER - 2 BOATS	E	B		N	N	01	396,900	396,900	0	5/3/2023	C	4/30/2024
4400007415	FAMILY DANZ HEATING AND COOLING LLC ALBANY, NY 12207	BOILER REPLACEMENT	S	C	5	N	N	03	13,995	13,995	0	5/5/2023	C	5/4/2024
4400007416	UTICA MACK INC MARCY, NY 13403	HYD SERVICE REPAIR WORK	E	2	6	N	N	01	6,181	6,181	0	5/8/2023	C	5/7/2024
4400007435	ONEIDA AIR SYSTEMS INC SYRACUSE, NY 13204	DUST COLLECTOR	E	2	6	N	N	01	8,694	8,452	0	5/17/2023	C	5/16/2024
4400007436	HANES SUPPLY INC COLONIE, NY 12205	COUNTERWEIGHT CABLES FOR EAGLE HARBOR LIFT BRIDGE	E	B		N	N	01	789,651	787,881	787,881	5/17/2023	C	8/16/2024
4400007438 OGS-PC69851	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	06			7,374		C	
4400007443	COUNTY OF MADISON WAMPSVILLE, NY 13163	MARINE PATROL	S	C	5	N	N	14	23,400	0	0	5/24/2023	C	3/31/2024
4400007444	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	FUEL ISLAND AST REPLACEMENT	A	B		N	02	01	530,270	530,270	13,825	5/24/2023	C	5/23/2024
4400007446	ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE INC INSTITUTE INC REDLANDS, CA 92373	SUBSCRIPTION SERVICES FOR ESRI	I	2	9	N	N	01	234,999	234,999	104,276	5/25/2023	C	5/24/2024
4400007447	NIAGARA COUNTY SHERIFF'S OFFICE LOCKPORT, NY 14095	MARINE PATROL	S	C	5	N	N	14	40,000	35,675	35,675	5/26/2023	C	3/31/2024
4400007449 OGS-PC69682	GRASSLAND EQUIPMENT AND IRRIGATION CORP IRRIGATION CORP LATHAM, NY 12110	TORO ZERO TURN MOWERS	E	B	7	N	N	01			0		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400007451 OGS-PC69682	GRASSLAND EQUIPMENT AND IRRIGATION CORP IRRIGATION CORP LATHAM, NY 12110	TORO ZERO TURN MOWERS	E	B	7	N	N	01			0		C	
4400007457	DAE PUMPS INC EL CAJON, CA 92021	33' SLURRY HOSE WITH FLANGES	E	C	5	F	N	03	31,400	31,400	0	6/6/2023	C	6/5/2024
4400007463	WAYNE FIRE EXTINGUISHERS LLC LYONS, NY 14489	MAINTENANCE AND SERVICE OF ALL FIRE EXTINGUISHERS	S	C	5	N	N	01	6,106	6,106	6,106	6/7/2023	C	6/6/2024
4400007470	OPTIPRO SYSTEMS LLC ONTARIO, NY 14519	SUBSCRIPTION - MASTERCAM MILL SOFTWARE	I	2	6	N	N	01	5,796	5,796	0	6/13/2023	C	6/12/2024
4400007472	NYS DEPT OF ENVIRONMENTAL CONSERVATION CONSERVATION ALBANY, NY 12207	MARINE PATROL	S	C	5	N	N	14	40,000	40,000	40,000	6/14/2023	C	3/31/2024
4400007473	SEAMLESS COMMUNICATIONS GROUP INC WEBSTER, NY 14580	AIR-AP3802E-B-K9 WIRELESS ACCESS POINTS	H	C	6	N	N	01	26,261	26,261	0	6/14/2023	C	6/13/2024
4400007476	ERIE COUNTY SHERIFF'S OFFICE BUFFALO, NY 14202	MARINE PATROL	S	C	5	N	N	14	40,000	0	0	6/14/2023	C	3/31/2024
4400007477	COUNTY OF MONROE ROCHESTER, NY 14614	MARINE PATROL	S	C	5	N	N	14	39,577	39,577	39,577	6/14/2023	C	3/31/2024
4400007478	ONONDAGA COUNTY SHERIFF'S OFFICE SYRACUSE, NY 13202	MARINE PATROL	S	C	5	N	N	14	40,000	40,000	40,000	6/14/2023	C	3/31/2024
4400007479	COUNTY OF SCHENECTADY SCHENECTADY, NY 12305	MARINE PATROL	S	C	5	N	N	14	40,000	0	0	6/14/2023	C	3/31/2024
4400007480	ALBANY COUNTY SHERIFF'S OFFICE ALBANY, NY 12207	MARINE PATROL	S	C	5	N	N	14	8,000	4,758	4,758	6/14/2023	C	3/31/2024
4400007481	COUNTY OF ONEIDA ORISKANY, NY 13424	MARINE PATROL	S	C	5	N	N	14	40,000	0	0	6/14/2023	C	3/31/2024
4400007483	STELLA JONES CORPORATION TACOMA, WA 98421	LUMBER	E	2	5	F	N	01	13,458	13,458	0	6/15/2023	C	6/14/2024
4400007484	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	HYPACK DREDGE MONITORING SYSTEM	E	2	5	N	02	01	44,602	44,742	0	6/15/2023	C	6/14/2024
4400007494	KIVORT STEEL INC WATERFORD, NY 12188	5 ROUND CR R L C1045	E	C	6	N	N	03	45,079	45,079	0	6/21/2023	C	6/20/2024
4400007495	DMYLES INC NIAGARA FALLS, NY 14305	DRAINAGE INSTALLATION	S	2	8	N	11	01	175,000	91,625	0	6/22/2023	C	6/21/2024
4400007497 OGS-PS67930	MICROSOFT CORP TAMPA, FL 33607	MAINTENANCE - MICROSOFT	I	B	7	F	N	01			0		C	
4400007505	HAGERMAN AND COMPANY INC MT ZION, IL 62549	SOFTWARE - INVENTOR PRO	I	2	6	N	N	01	15,945	15,945	0	6/26/2023	C	6/25/2024
4400007506	STEVENS WATER MONITORING SYSTEM INC SYSTEM INC PORTLAND, OR 97220	STAFF GAGES AND FIGURE PLATES	E	2	5	F	N	01	15,290	15,290	15,290	6/26/2023	C	6/25/2024
4400007507	KIVORT STEEL INC WATERFORD, NY 12188	ROLLED STEELE	E	C	5	N	N	03	32,320	32,320	0	6/27/2023	C	6/26/2024
4400007508 OGS-PC69396	DOOSAN BOBCAT NORTH AMERICA INC WEST FARGO, ND 58078	DOOSAN G70WCU-3A-T4F GENERATORS	E	B	7	N	N	01			332,976		C	
4400007510	STS TRAILER AND TRUCK EQUIPMENT DBA FOR SYRACUSE TRAILER SALES SERV DBA FOR SYRACUSE TRAILER SALES SERV ALBANY, NY 12205	LIFT GATE REPLACEMENT	E	2	6	N	N	01	7,435	0	0	6/28/2023	C	6/27/2024
4400007512	DRONEDEPLOY INC DBA INFATICS DBA INFATICS SAN FRANCISCO, CA 94104	DRONE IN A BOX	S	2	8	F	N	01	60,000	60,000	0	6/29/2023	C	6/28/2024
4400007514	STARBOARD CONSULTING LLC LONGWOOD, FL 32779	MAINTENANCE - IBM MAXIMO	I	2	8	N	N	01	164,848	164,848	0	6/25/2023	C	6/24/2024
4400007518	BAUM'S CASTORINE CO INC ROME, NY 13440	ENVIRON AW68	E	2	6	N	N	01	5,793	0	0	7/3/2023	C	7/2/2024
4400007524	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	LOCK MITER GATE NUTS	E	B		N	N	05	52,800	52,800	0	7/6/2023	C	7/5/2024
4400007530	BERGMANN ASSOC ARCHITECTS ENGINEERS LANDSCAPE ARCHITECTSANDSURVEYORS DPC LANDSCAPE ARCHITECTS&SURVEYORS DPC ROCHESTER, NY 14604	ON GOING MEDIATION EFFORT REGARDING HUDSON RIVER	P	2	6	N	N	01	13,761	13,761	13,761	8/8/2023	C	8/7/2024
4400007534 OGS-PM21070	LEAD DATA TECHNOLOGIES INC NANUET, NY 10954	MAINTENANCE - CHECKPOINT	I	B	7	N	03	01			0		C	
4400007537	PAUL CONGELOSI SALES INC PAUL CONGELOSI TRAILER SALES PAUL CONGELOSI TRAILER SALES MONTGOMERY, NY 12549	SURE TRAC CARGO TRAILERS	E	B		N	N	04	249,528	249,528	0	7/14/2023	C	5/2/2024
4400007538	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	ENGINE OVERHAUL	E	2	5	N	N	01	39,877	39,877	0	7/17/2023	C	7/16/2024
4400007543	FALLS DODGE DBA JOE CECCONI'S CHRYSLER COMPLEX DBA JOE CECCONI'S CHRYSLER COMPLEX NIAGARA FALLS, NY 14304	RAM 2500 TRADESMAN 4X4	E	2	8	N	N	01	113,350	113,350	61,600	7/19/2023	C	7/18/2024
4400007551	GRAINGER DBA FOR W W GRAINGER INC DBA FOR W W GRAINGER INC PALATINE, IL 60038	SPARE 20HP MOTOR 3PHASE 900RPM 208V	E	C	5	N	N	01	26,332	26,332	26,332	7/21/2023	C	7/20/2024
4400007552	ARGUS ENGINEERING PLLC SYRACUSE, NY 13211	ELECTRICAL DESIGN FOR THE POLE BARN	P	C	5	N	N	03	8,500	8,500	5,000	7/21/2023	C	7/20/2024
4400007558	TONY BAIRD ELECTRONICS INC SYRACUSE, NY 13210	1000' BERK-TEK NETWORK CABLE	E	2	5	N	11	01	29,675	29,675	1,650	7/27/2023	C	7/26/2024
4400007562	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	CRANE RENTAL	E	C	6	N	N	03	65,584	51,900	38,500	8/2/2023	C	8/1/2024
4400007565	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	LOCK GATE PIVOTS	E	B		N	N	03	53,758	53,758	0	8/2/2023	C	8/1/2024
4400007566	MULTI MEDIA PROMOS LLC PLAINVIEW, NY 11803	CLOTHING	E	2	6	N	03	01	7,036	7,020	0	8/2/2023	C	8/1/2024
4400007568	SYRACUSE SUPPLY DBA FOR QMP ENTERPRISES INC DBA FOR QMP ENTERPRISES INC PHOENIX, NY 13135	VICES EQUIPMENT FOR NEW 3-AXIS CNC MILL	E	C	5	N	N	01	40,000	39,853	9,137	8/4/2023	C	8/3/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400007569	US TRAFFIC CONTROL INC TONAWANDA, NY 14150	SIGNAGE RENTAL FOR EXCHANGE ST DETOUR	E	2	5	N	03	01	10,690	10,690	0	8/4/2023	C	8/3/2024
4400007572	ROSS VALVE MANUFACTURING CO INC TROY, NY 12180	DAM SHEAVES	E	B		N	N	05	394,500	295,875	295,875	8/7/2023	O	8/6/2025
4400007581	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	LOCK GATE ROD EYES	E	B		N	N	05	60,800	60,800	0	8/9/2023	C	8/8/2024
4400007585	O'CONNELL ELECTRIC CO VICTOR, NY 14564	INSTALL MTS AND ASSOCIATED COMPONENTS	S	C	5	N	N	03	53,654	53,654	5,694	8/10/2023	C	8/9/2024
4400007588	TITAN ROOFING INC SPRINGFIELD, MA 01104	COURT ST DAM ROOF REPAIRS	S	B		F	04	01	402,000	284,850	280,350	11/16/2023	C	11/15/2024
4400007592	CT MALE ASSOC ENGINEERING SURVEY ARCHITECT AND LANDSCAPE ARCHITECT DPC ARCHITECT & LANDSCAPE ARCHITECT DPC LATHAM, NY 12110	ARC FLASH RISK ASSESSMENTS	P	B		N	N	11	134,847	17,207	17,207	8/14/2023	C	8/13/2024
4400007594	SISCO MARINE LLC MARINE INLAND FABRICATIONS MARINE INLAND FABRICATIONS PANAMA CITY, FL 32404	TWIN-DISC TRANSMISSIONS FOR PURSHER BOAT (2)	E	2	5	F	N	01	29,335	29,334	0	8/14/2023	C	8/13/2024
4400007595	CONSTRUCTIVE COPY LLC LATHAM, NY 12110	SPANISH BROCHURES	E	2	5	N	03	01	5,350	5,350	0	8/15/2023	C	8/14/2024
4400007599	FALLS DODGE DBA JOE CECCONI'S CHRYSLER COMPLEX DBA JOE CECCONI'S CHRYSLER COMPLEX NIAGARA FALLS, NY 14304	DODGE DURANGO SXT	E	2	8	N	N	01	375,165	375,165	375,165	8/18/2023	C	8/17/2024
4400007601	ALTAMONT SPRAY WELDING INC ALTAMONT, NY 12009	PREPARING PARTS FOR WINTER MAINT	E	2	5	N	N	01	12,800	12,800	0	8/22/2023	C	8/21/2024
4400007611	HANES SUPPLY INC COLONIE, NY 12205	IMPORT WIRE	E	C	6	N	N	03	6,700	6,035	6,035	8/25/2023	C	8/24/2024
4400007615	TOM FOX ENTERPRISE INC TF ENTERPRISE TF ENTERPRISE ALBION, NY 14411	PENDLETON BEARING BLOCKS	E	C	5	N	N	03	22,241	22,241	0	8/29/2023	C	8/28/2024
4400007617 OGS-PC69840	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	DIAMOND 50' EXCAVATOR DRUM MULCHER	E	B	7	F	N	01			0		C	
4400007618	O'CONNELL MACHINERY CO INC BUFFALO, NY 14207	TURRET LATHE WITH ATTACHMENTS	E	1	8	N	N	01	218,015	218,015	218,015	9/1/2023	C	8/31/2024
4400007620	CESKA K9 TRAINING AND SERVICES LLC VICTOR, NY 14564	CANINE LEAK DETECTION	S	2	6	N	N	01	34,200	31,920	18,620	9/5/2023	C	9/4/2024
4400007623	CRITICAL PATH INTEGRATORS LLC SYRACUSE, NY 13206	TELECONFERENCE EQUIPMENT	H	2	6	N	04	01	43,228	41,928	0	9/6/2023	C	9/5/2024
4400007624	STARBOARD CONSULTING LLC LONGWOOD, FL 32779	MAXIMO SUPPORT	P	2	8	N	N	01	98,745	15,470	15,470	9/6/2023	C	9/5/2024
4400007626	CHEMGROUT INC LA GRANGE PARK, IL 60526	PISTON GROUT PUMPS AND ACCESSORIES	E	B		F	N	01	100,956	102,121	0	9/6/2023	C	9/5/2024
4400007628	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	LOCK GATE ROD EYES	E	B		N	N	04	173,760	173,760	0	9/8/2023	C	9/23/2024
4400007629	HAUN WELDING SUPPLY INC SYRACUSE, NY 13206	COLLABORATIVE COBOT WELDER	E	B		N	N	04	99,305	99,305	0	9/8/2023	C	9/7/2024
4400007630	FRSIX LLC LONG ISLAND CITY, NY 11109	SURE TRAC LOW PROFILE FLATBED DECK TRAILERS	E	C		N	02	04	25,745	25,745	0	9/8/2023	C	9/7/2024
4400007637	ALBANY STEEL INC ALBANY, NY 12204	LOCK GATE ANCHOR	E	C	6	N	N	03	28,467	28,479	0	9/13/2023	C	9/23/2024
4400007640	ABRASIVE TOOL CORP ROCHESTER, NY 14606	BALDOR HEAVY DUTY GRINDER	E	2	5	N	N	01	7,795	7,995	0	9/14/2023	C	9/13/2024
4400007642	REPCO INDUSTRIES INC UNION SPRINGS, NY 13160	LOCK MITER GATE NUTS	E	B		N	N	06	119,942	119,942	119,942	9/15/2023	C	9/14/2024
4400007643	NOBLE GAS SOLUTIONS ALBANY, NY 12204	GAS AND CYLINDER RENTAL	E	2	6	N	N	01	20,000	11,831	9,356	9/18/2023	O	12/31/2025
4400007644	ROSS VALVE MANUFACTURING CO INC TROY, NY 12180	LOCK GATE ANCHOR RODS	E	B		N	N	02	86,400	86,400	86,400	9/15/2023	C	9/14/2024
4400007648	A.W. MILLER TECHNICAL SALES INC EAST AURORA, NY 14052	HORIZONTAL LATHE HEAVY DUTY COLUMN DRILL PRESS VERTICAL AND HORIZONTAL MILL	E	2	8	N	N	01	157,795	157,795	0	9/18/2023	C	9/17/2024
4400007649	W.R. ENTERPRISES LLC APLUS STORAGE CONTAINERS APLUS STORAGE CONTAINERS MIDDLE FALLS, NY 12848	STORAGE CONTAINERS	E	2	8	N	N	01	107,800	107,800	45,000	9/19/2023	C	9/18/2024
4400007651 OGS-PC70129	APALACHEE LLC ROCHESTER, NY 14620	SALT	E	B	7	N	N	06			2,472		C	
4400007656 OGS-PC68687	TRAIL KING INDUSTRIES INC MITCHELL, SD 57301	TRAIL KING TK102HDG GOOSE NECK TRAILER	E	B	7	N	N	01			96,422		C	
4400007661	KAL-HABOUR INC HARBOUR ROADS HARBOUR ROADS WATERVLIET, NY 12189	MILLING AND REPAVING PARKING LOT	S	2	8	N	03	01	121,735	121,735	0	9/26/2023	C	9/25/2024
4400007662	BLUMBERG MACHINERY COMPANY BANNOCKBURN, IL 60015	UNIVERSAL MILL AND ATTACHMENTS	E	2	8	F	N	01	74,720	74,720	1,650	9/27/2023	C	9/26/2024
4400007665	HANSFORD PARTS AND SOLUTIONS SPARE PART SOLUTIONS INC SPARE PART SOLUTIONS INC ROCKFORD, IL 61109	KEYSEATING MACHINES	E	B		F	N	02	133,792	66,896	0	9/27/2023	O	9/26/2025
4400007666	TITAN ROOFING INC SPRINGFIELD, MA 01104	REPLACEMENT ROOF AND ANTICIPATED DECKING REPLACEMENT	S	2	8	N	04	01	88,400	88,400	0	9/27/2023	C	9/26/2024
4400007668	REPCO INDUSTRIES INC UNION SPRINGS, NY 13160	ROLLER CASTING MACHINING	E	2	5	N	N	01	31,800	31,800	31,800	9/27/2023	C	9/26/2024
4400007670	LEE SHUKNECHT AND SONS INC ELBA, NY 14058	STEEL	E	C	5	N	N	03	10,984	10,664	0	9/27/2023	C	9/26/2024
4400007674	NORWAY AUTOMOTIVE AND PLOW NEWPORT, NY 13416	7' SS SANDER	E	C	5	N	N	03	5,845	5,845	0	10/4/2023	C	10/3/2024
4400007675	AWARDS BY WALSH'S AND CREATIVE MARKETING INC MARKETING INC COHOES, NY 12047	SAFETY BBQ PROMOTIONAL ITEMS	E	C	5	N	N	03	28,326	28,326	0	10/6/2023	C	10/5/2024
4400007679	PULVER ROOFING INC UTICA, NY 13502	BUILDING DEMOLITION	C	2	5	N	03	01	49,000	49,000	49,000	10/6/2023	C	10/5/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400007680	ERIE CANALWAY HERITAGE FUND INC WATERFORD, NY 12188	ERIE CANALWAY HERITAGE FUND GRANT AND STEWARDSHIP PROGRAM	P	2	8	N	N	01	1,700,000	377,427	377,427	1/1/2024	O	1/1/2028
4400007692	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	TADANO CRAWLER CRANE	E	B		N	N	05	1,129,000	1,129,000	1,129,000	10/10/2023	C	10/9/2024
4400007696	HANDI-RAMP HANDI PRODUCTS INC HANDI PRODUCTS INC KENOSHA, WI 53144	VEHICULAR PIPE RAMPS	E	B		F	N	01	92,880	92,880	92,880	10/11/2023	C	10/10/2024
4400007697	SEAWAY DIVING AND SALVAGE CO INC WATERFORD, NY 12188	DIVE SERVICES	P	C	5	N	N	03	14,431	14,431	0	10/11/2023	C	10/10/2024
4400007698	HANES SUPPLY INC COLONIE, NY 12205	CHAIN FOR LOCK LOWER VALVES	E	C	5	N	N	03	24,378	24,378	24,378	10/11/2023	C	10/10/2024
4400007700 OGS-PC70133	MORTON SALT INC CHICAGO, IL 60606	SALT	E	B	7	N	N	01			1,471		C	
4400007704	KINETICS INDUSTRIES INC TRENTON, NJ 08638	2 DC RECTIFIER UNITS	E	2	5	F	N	01	27,740	27,740	0	10/12/2023	C	10/11/2024
4400007706	DRONEDEPLOY INC DBA INFATICS DBA INFATICS SAN FRANCISCO, CA 94104	MAINTENANCE - DRONE DEPLOY	I	2	5	F	N	01	38,500	38,500	0	10/12/2023	C	10/11/2024
4400007711	EVOLUTION CONSTRUCTION SERVICES INC MECHANICVILLE, NY 12118	MILLING AND PATCHING	S	2	5	N	N	01	125,000	125,000	0	10/13/2023	C	10/12/2024
4400007713	A-VERDI LLC SAVANNAH, NY 13146	40' CONTAINER RENTAL	E	B	6	N	N	03	10,428	9,548	4,400	10/16/2023	C	11/29/2024
4400007723	GOMEZ AND SULLIVAN ENGINEERS DPC NEW HARTFORD, NY 13413	DELIVERY OF GIS DATA TO ESRI	P	2	5	N	N	01	15,000	15,000	13,820	10/17/2023	C	10/16/2024
4400007724	PUMP SERVICE AND SUPPLY OF TROY INC A HOLLAND PUMP COMPANY A HOLLAND PUMP COMPANY TROY, NY 12180	ELECTRIC SUBMERSIBLE	E	C	6	N	N	03	49,600	36,533	30,300	10/18/2023	C	10/17/2024
4400007726 OGS-PC69406	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT BATAVIA, NY 14020	CATERPILLAR D5LGP DOZER	E	B	7	N	N	07			462,478		C	
4400007727	SKYOP LLC CANANDAIGUA, NY 14424	DJI MATRICE 30T DRONE TRAINING AND SETUP	E	2	5	N	N	01	44,822	41,881	0	10/19/2023	C	10/18/2024
4400007736	HY-TECH MACHINE INC CRANBERRY TOWNSHIP, PA 16066	GEARS PINIONS	E	2	6	N	N	01	48,640	48,950	48,950	10/23/2023	C	12/31/2024
4400007739	JOHN W DANFORTH CO TONAWANDA, NY 14150	INSTALL PROPANE HEATER AT PAINT AREA	S	C		N	N	03	56,756	56,756	56,756	10/24/2023	C	10/23/2024
4400007742	ALTAMONT SPRAY WELDING INC ALTAMONT, NY 12009	NEW SHAFT	E	C	5	N	N	01	5,000	5,000	0	10/24/2023	C	10/23/2024
4400007749	BIZON GROUP INC CONEXWEST CONEXWEST LATHROP, CA 95330	STORAGE CONTAINER	E	C	5	F	N	03	8,450	8,450	8,450	10/27/2023	C	10/26/2024
4400007750	POSEIDON LLC POSEIDON BARGE POSEIDON BARGE BERNE, IN 46711	MODULAR BARGES	E	B		F	N	02	3,597,250	3,589,080	1,665,660	10/30/2023	C	2/29/2024
4400007751 OGS-PC70128	AMERICAN ROCK SALT CO LLC DBA FOR AMERICAN ROCK SALT HOLDING DBA FOR AMERICAN ROCK SALT HOLDING MOUNT MORRIS, NY 14510	SALT	E	B	7	N	N	01			0		C	
4400007753	CRYSTAL ROCK LLC DBA FOR CRYSTAL ROCK HOLDINGS INC DBA FOR CRYSTAL ROCK HOLDINGS INC CLIFTON PARK, NY 12065	5 GALLON WATER BOTTLE REPLACEMENTS	E	C	5	N	N	01	5,000	2,606	2,606	10/31/2023	O	10/30/2025
4400007758	FILTREC CORPORATION AUBURN, NY 13021	MOBILE COLUMN LIFTS AND ACCESSORIES	E	2	8	N	N	01	229,275	229,275	229,275	10/31/2023	C	10/30/2024
4400007764 OGS-PC69406	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	CATERPILLAR 302 MINI EXCAVATOR	E	B	7	N	N	01			0		C	
4400007766	SEAWAY DIVING AND SALVAGE CO INC WATERFORD, NY 12188	DIVING SERVICES	S	2	5	N	N	01	5,046	4,275	4,275	11/6/2023	C	11/5/2024
4400007767	WALKER DIVING UNDERWATER CONSTRUCTION LLC CONSTRUCTION LLC HAMMONTON, NJ 08037	DIVING SERVICE	S	2	5	F	N	01	17,877	16,952	0	11/6/2023	C	11/5/2024
4400007769	NEW BEDFORD TECHNOLOGY LLC TANGENT TECHNOLOGIES LLC TANGENT TECHNOLOGIES LLC WORTHINGTON, MN 56187	HDPE TIMBERS	E	C	5	F	N	03	9,756	9,756	9,756	11/7/2023	C	11/6/2024
4400007771	PRECISION COATINGS LLC CASTLETON, NY 12033	SANDBLASTING	S	2	5	N	N	01	45,000	18,200	18,200	11/7/2023	C	11/6/2024
4400007778	VILLAGER CONSTRUCTION INC FAIRPORT, NY 14450	WATER SERVICE	S	2	8	N	N	01	77,450	77,450	77,450	11/8/2023	C	11/7/2024
4400007780	PUMP SERVICE AND SUPPLY OF TROY INC A HOLLAND PUMP COMPANY A HOLLAND PUMP COMPANY TROY, NY 12180	SUBMERSIBLE PUMP GENERATOR RENTAL	E	C	5	N	N	03	7,300	3,950	3,950	11/8/2023	O	11/7/2025
4400007781 OGS-PC70146	MIRABITO HOLDINGS INC BINGHAMTON, NY 13902	FUEL	E	B	7	N	N	01			64,186		C	
4400007782	STEEL SALES INC SHERBURNE, NY 13460	GR 50 FLAT BAR	E	C	5	N	N	03	8,465	8,465	0	11/8/2023	C	11/7/2024
4400007784	PAUL CONGELOSI SALES INC PAUL CONGELOSI TRAILER SALES PAUL CONGELOSI TRAILER SALES MONTGOMERY, NY 12549	22' WINSTON TRAILER	E	2	5	N	N	01	26,900	26,900	0	11/9/2023	C	11/8/2024
4400007788 OGS-PC70131	CARGILL INC SALT, ROAD SAFETY SALT, ROAD SAFETY NORTH OLMSTED, OH 44070	SALT	E	B	7	N	N	01			11,126		C	
4400007789	J LAFLUER LOGGING AND FORESTRY PRO JORDAN, NY 13080	LUMBER	E	C	5	N	N	03	30,226	30,226	30,226	11/9/2023	C	11/8/2024
4400007792	BRANDSAFWAY SERVCE LLC DBA FOR SAFWAY INTERMEDIATE HOLDING DBA FOR SAFWAY INTERMEDIATE HOLDING MENANDS, NY 12204	SCAFFOLDING RENTAL AND SUPPLIES	E	C	5	N	N	03	39,330	25,700	25,700	11/14/2023	C	11/13/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400007795	AGENCY LANDSCAPE + PLANNING LLC CAMBRIDGE, MA 02140	PLANNING SERVICES FOR NYS CANAL SYSTEM DEVELOPMENT WITH CRC	P	B		F	03	05	247,730	240,836	240,836	12/1/2023	O	5/30/2025
4400007797 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	LAPTOPS	E	B	7	N	04	03			112,406		C	
4400007799	ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE INC INSTITUTE INC REDLANDS, CA 92373	SOFTWARE	I	1	8	N	N	01	348,213	348,213	348,213	11/15/2023	C	11/14/2024
4400007817	INTERPORT MAINTENANCE CO INC NEWARK, NJ 07105	20' STANDARD CONTAINERS AND SHIPPING	E	C	5	F	N	03	12,690	12,690	12,690	11/21/2023	C	11/20/2024
4400007820	CARDIAC LIFE PRODUCTS INC CARDIAC LIFE CARDIAC LIFE ROCHESTER, NY 14605	AEDS AND RELATED SUPPLIES	E	2	8	N	03	01	335,000	320,929	0	11/21/2023	C	11/20/2024
4400007828 OGS-PC69352	HEIDELBERG MATERIALS NORTHEAST NY LLC NY LLC JAMESVILLE, NY 13078	CONCRETE	E	B	7	N	N	03			14,994		C	
4400007829 OGS-PC69352	HEIDELBERG MATERIALS NORTHEAST NY LLC NY LLC JAMESVILLE, NY 13078	STONE	E	B	7	N	N	01			225		C	
4400007830	MID COUNTRY MACHINERY INC FORT DODGE, IA 50501	GENIE LIFT REPAIR	S	2	6	N	N	01	7,412	7,412	7,412	11/28/2023	C	11/27/2024
4400007831	EVOLUTION CONSTRUCTION SERVICES INC MECHANICVILLE, NY 12118	PAVING REPAIRS	S	2	5	N	N	01	47,910	47,910	0	11/28/2023	C	11/27/2024
4400007833	BRANDSAFWAY SERVCE LLC DBA FOR SAFWAY INTERMEDIATE HOLDING DBA FOR SAFWAY INTERMEDIATE HOLDING MENANDS, NY 12204	SCAFFOLDING RENTAL AND BRIDGE - SEC 7	E	2	6	N	N	01	36,599	36,599	36,599	12/1/2023	C	11/30/2024
4400007834	BRANDSAFWAY SERVCE LLC DBA FOR SAFWAY INTERMEDIATE HOLDING DBA FOR SAFWAY INTERMEDIATE HOLDING MENANDS, NY 12204	SCAFFOLDING RENTAL AND BRIDGE - SEC 8	E	2	5	N	N	01	36,599	36,599	36,599	12/1/2023	C	11/30/2024
4400007837	PUMP SERVICE AND SUPPLY OF TROY INC A HOLLAND PUMP COMPANY A HOLLAND PUMP COMPANY TROY, NY 12180	SUB PUMP AND TRANSFORMER	E	C	5	N	N	03	14,900	14,885	14,885	12/1/2023	O	11/30/2025
4400007839	SPOSATO FLOOR COVERING CO CARPETS WHOLESALE INC CARPETS WHOLESALE INC LIVERPOOL, NY 13088	CARPET REMOVAL AND INSTALLATION	E	C	5	N	N	03	26,995	26,995	26,995	12/4/2023	C	12/3/2024
4400007843	MODERN LANDFILL INC MODEL CITY, NY 14107	REFUSE DUMPING	S	2	5	N	N	01	10,000	1,503	1,095	12/4/2023	C	12/3/2024
4400007845	ENDURANCE DEMOLITION AND ENVIROMENT SERVICES LLC SERVICES LLC OSWEGO, NY 13126	REMOVAL AND COLLECTION OF LOOSE PAINT	S	C	6	N	N	03	7,995	7,995	7,995	12/5/2023	C	12/4/2024
4400007846	PULVER ROOFING INC UTICA, NY 13502	ROOF REPLACEMENT PROJECT	C	2		N	03	01	122,710	62,000	62,000	12/5/2023	C	12/4/2024
4400007852	84 LUMBER ROCHESTER, NY 14623	LUMBER BEAMS QUOINS	E	2	5	N	N	01	11,255	11,255	11,255	12/6/2023	C	12/5/2024
4400007854	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	LOCK GATE PIVOT S PLATES	E	C		N	N	04	78,228	78,228	78,228	12/7/2023	C	12/6/2024
4400007855	A.W. MILLER TECHNICAL SALES INC EAST AURORA, NY 14052	KINGSTON LATHE AND SHARP MILL	E	2	8	N	N	01	132,548	132,548	132,548	12/7/2023	C	12/6/2024
4400007859 OGS-PC70305	SUNOCO LLC NEWTOWN SQUARE, PA 19073	FUEL	E	B	7	N	N	01			6,913		O	
4400007861	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	MAGNI RTH WITH GRAPPLE SAW	E	2	8	N	N	01	490,000	490,000	490,000	12/11/2023	C	12/10/2024
4400007862	ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE INC INSTITUTE INC REDLANDS, CA 92373	SOFTWARE - ARCGIS	I	1	5	N	N	01	46,668	46,668	46,668	11/18/2023	C	11/17/2024
4400007870	MOHAWK HEATING COMPANY DUANESBURG, NY 12056	BUOY AND WELDING SHOP HEATER INSTALLATION	E	2	6	N	N	01	21,487	21,487	21,487	12/15/2023	C	12/14/2024
4400007871	SMITH METAL WORKS OF NEWARK INC NEWARK, NY 14513	SALT SPREADER FOR TRUCK	E	C	6	N	N	03	5,900	0	0	12/15/2023	C	12/14/2024
4400007875	VARI-TECH INC LIVERPOOL, NY 13090	DPE PIPE	E	2	8	N	N	01	393,201	384,534	384,534	12/18/2023	C	12/17/2024
4400007877	INTERPORT MAINTENANCE CO INC NEWARK, NJ 07105	CONTAINERS	E	C	6	F	N	03	33,640	23,640	23,640	12/18/2023	C	12/17/2024
4400007878	SCRIBA ELECTRIC CO INC OSWEGO, NY 13126	CABLE INSTALLATION	I	C	5	N	N	03	27,216	27,216	27,216	12/18/2023	C	12/17/2024
4400007879	IN-SITU INC FORT COLLINS, CO 80524	IN-SITU TROLL INSTRUMENTATION	E	2	5	F	N	01	45,921	45,912	45,912	12/18/2023	C	12/17/2024
4400007881	DELOKA LLC LYONS, NY 14489	SANDBLASTING VALVES FOR PUMPOUT	S	C	5	N	N	03	6,800	6,800	6,800	12/18/2023	C	12/17/2024
4400007889	ERIE CANALWAY HERITAGE FUND INC WATERFORD, NY 12188	EDUCATION PROGRAM MANAGER	P	2	8	N	N	01	360,000	87,500	87,500	1/1/2024	O	12/31/2026
4400007897	INTERPORT MAINTENANCE CO INC NEWARK, NJ 07105	20' DRY VAN-GRAY CONTAINERS	E	C	5	F	N	03	25,380	25,380	25,380	12/28/2023	C	12/27/2024
4400007899	DOUBLE AUGHT LUMBER CO INC. CANDOR, NY 13743	TWELVE (12) LUMBER TIMBERS	E	2	5	N	N	01	24,000	17,829	17,829	12/29/2023	C	12/28/2024
4400007910	PARKS AND TRAILS NEW YORK ALBANY, NY 12207	CANALWAY TRAIL PROJECTS	P	2	8	N	N	01	498,456	120,521	120,521	1/1/2024	O	12/31/2026
4400007911	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	COMPONENTS FOR THE HYDRAULIC DREDGE #4	E	2	5	N	02	01	46,860	46,860	46,860	1/4/2024	O	1/3/2025
4400007912	INGENIOUS SALES INC EPUMPS EPUMPS BROOKLYN, NY 11236	DEWATERING PUMPS	E	C	5	N	N	03	15,200	15,200	15,200	1/4/2024	O	1/3/2025
4400007913	T-MARK PLUMBING INC BUFFALO, NY 14223	EMERGENT WATER SERVICE REPAIR	S	2	5	N	N	01	12,968	12,968	12,968	1/4/2024	O	1/3/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O \ C	END DATE
4400007914	XYLEM DEWATERING SOLUTIONS INC BATAVIA, NY 14020	DEWATERING PUMPS	E	C	5	N	N	03	38,161	5,375	5,375	1/5/2024	O	1/4/2025
4400007915 OGS-PC70305	SUNOCO LLC NEWTOWN SQUARE, PA 19073	FUEL	E	B	7	F	N	01			3,935		O	
4400007916 OGS-PC70300	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			1,543		O	
4400007917	DICA MARKETING COMPANY URBANDALE, IA 50323	6" CRANE PAD	E	C	5	F	N	03	19,366	19,366	19,366	1/9/2024	O	1/8/2025
4400007918 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			28,880		C	
4400007919 OGS-PC69519	MIRABITO HOLDINGS INC BINGHAMTON, NY 13902	FUEL	E	B	7	F	N	01			0		O	
4400007924	CERTEX USA INC ASCENT LIFTING INC ASCENT LIFTING INC PHOENIX, AZ 85007	MAN BASKET	E	C	5	F	N	03	10,872	10,872	10,872	1/12/2024	O	1/11/2025
4400007927	84 LUMBER ROCHESTER, NY 14623	LUMBER BEAMS	E	C	5	N	N	03	7,986	7,986	7,986	1/12/2024	O	1/11/2025
4400007932 OGS-PC70145	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	04			22,406		C	
4400007933	TROY BELTING AND SUPPLY CO TROY INDUSTRIAL SOLUTIONS TROY INDUSTRIAL SOLUTIONS WATERVLIET, NY 12189	INDUSTRIAL DOCK FENDERS	E	2	6	N	N	01	6,160	6,160	6,160	1/19/2024	O	1/18/2025
4400007934 OGS-PC70300	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	05			5,059		O	
4400007941	ADOBE SYSTEMS INC SAN JOSE, CA 95110	SOFTWARE - ADOBE CLOUD AND PRO LICENSE RENEWAL FOR	I	2	6	F	N	01	20,000	19,461	19,461	1/23/2024	O	1/22/2025
4400007943	SYRACUSE SUPPLY DBA FOR QMP ENTERPRISES INC DBA FOR QMP ENTERPRISES INC PHOENIX, NY 13135	EQUIPMENT FOR 3-AXIS CNC	E	2	8	N	N	01	100,000	35,089	35,089	1/24/2024	O	1/23/2025
4400007944	MOLEY MAGNETICS INC LOCKPORT, NY 14094	MOTOR REPAIRS	S	2	6	N	N	01	9,986	10,059	10,059	1/24/2024	O	1/23/2025
4400007948	UPSTATE VALVE AND CONTROL INC CHRISTOPHER P L WARNETT CHRISTOPHER P L WARNETT STERLING, NY 13156	ROTORK ACTUATOR REPAIR	S	2	5	N	N	01	9,600	1,600	1,600	1/25/2024	C	11/22/2024
4400007952	TOWN AND COUNTRY PEST SOLUTIONS INC ROCHESTER, NY 14612	PEST CONTROL SERVICES	S	2	5	N	N	01	5,739	875	875	1/26/2024	O	1/25/2025
4400007955	HSI SERVICES INC WALLER, TX 77484	AQUA BARRIER	E	2	5	F	N	01	12,045	11,810	11,810	1/30/2024	O	1/29/2025
4400007961	TROY BOILER WORKS INC TROY, NY 12180	BOILER MAINTENANCE	S	2	5	N	N	01	25,000	1,519	1,519	1/31/2024	O	1/30/2025
4400007962	TROY BOILER WORKS INC TROY, NY 12180	BOILER MAINTENANCE	S	2	8	F	N	01	50,000	8,193	8,193	1/31/2024	O	1/30/2025
4400007968 OGS-PC69483	MIRABITO HOLDINGS INC BINGHAMTON, NY 13902	FUEL	E	B	7	N	N	05			11,625		O	
4400007969	84 LUMBER ROCHESTER, NY 14623	LUMBER BEAMS	E	C	5	N	N	03	18,008	18,008	18,008	2/2/2024	O	2/1/2025
4400007982	ALBANY STEEL INC ALBANY, NY 12204	VARIOUS STEEL	E	C	5	N	N	03	7,464	7,476	7,476	2/4/2024	C	2/4/2024
4400007995	ELLICOTT DREDGES LLC ELLICOTT DREDGE ENTERPRISES LLC ELLICOTT DREDGE ENTERPRISES LLC BALTIMORE, MD 21230	REPAIRS TO THE HD6 HYDRAULIC DREDGE	S	2	8	F	N	01	108,780	100,956	100,956	2/8/2024	O	2/7/2025
4400007996 OGS-PC69523	SUNOCO LLC NEWTOWN SQUARE, PA 19073	FUEL	E	B	7	N	N	01			23,299		O	
4400007998	FLEET MAINTENANCE INC WEST SENECA, NY 14224	(2) WESTERN STAR TRACTORS	E	2	8	N	03	01	400,000	0	0	2/13/2024	O	2/12/2025
4400008001 OGS-PC70085	FERRELLGAS LP FERRELLG R FERRELLG R DENVER, CO 80217	FUEL	E	B	7	N	N	01			1,161		O	
4400008009	MARTIN'S WOODWORKING MACHINERY DUNDEE, NY 14837	PARALLELOGRAM JOINTER FOR CARPENTER SHOP	E	C	5	N	N	03	7,250	7,250	7,250	2/21/2024	O	2/20/2025
4400008010	ABRASIVE TOOL CORP ROCHESTER, NY 14606	HORIZONTAL BAND SAW (POWER HACKSAW)	E	2	5	N	N	01	51,266	51,266	51,266	2/22/2024	O	2/21/2025
4400008033	ADIRONDACK TREE SURGEONS INC GANSEVOORT, NY 12831	TREE REMOVAL	S	2	8	N	N	01	58,200	58,200	58,200	3/1/2024	O	2/28/2025
4400008036	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	ASSORTED EQUIPMENT CANALS	E	B	5	N	N	01	17,318	17,145	17,145	3/1/2024	C	5/31/2024
4400008041	VERSATILE LLC PORT BYRON, NY 13140	OFFICE TRAILER RENTAL	E	2	5	N	03	01	11,100	11,100	11,100	3/11/2024	O	3/10/2025
4400008042	VILLAGE OF MONTOUR FALLS MONTOUR FALLS, NY 14865	CAMPSITES FOR RV TRAILERS	E	2	5	N	N	01	38,700	38,700	38,700	3/12/2024	O	3/11/2025
4400008044	W F ENTERPRISES INC DBA METAL SUPERMARKETS - ALBANY DBA METAL SUPERMARKETS - ALBANY ALBANY, NY 12204	STEEL	E	C	6	N	03	03	13,016	13,016	13,016	3/12/2024	O	3/11/2025
4400008045	W F ENTERPRISES INC DBA METAL SUPERMARKETS - ALBANY DBA METAL SUPERMARKETS - ALBANY ALBANY, NY 12204	STEEL	E	C	6	N	03	03	13,016	13,016	13,016	3/12/2024	O	3/11/2025
4400008051	B AND B ROADWAY AND SECURITY SOLUTIONS LLC SOLUTIONS LLC MCKINNEY, TX 75070	AIR HORN FOR PITTSFORD LIFT BRIDGE	E	2	6	N	N	01	6,292	6,292	6,292	3/15/2024	O	3/19/2025
4400008054	BAUMS CASTORINE CO INC ROME, NY 13442	HYDRAULIC FLUID	E	2	6	N	N	01	10,137	10,137	10,137	3/18/2024	O	3/17/2025
4400008057	NORTHEAST HOME SOLUTIONS CORP DBA MONSTER TREE SERVICE OF ALBANY DBA MONSTER TREE SERVICE OF ALBANY CLIFTON PARK, NY 12065	TREE AND STUMP REMOVAL	S	C	5	N	N	03	7,075	7,075	7,075	3/20/2024	O	3/19/2025
4400008060 OGS-PC68978	DELACY FORD INC ELMA, NY 14059	13 VEHICLES WITH CHASSIS AND DUMPS	E	B	7	N	N	05			1,258,943		O	
4400008065	SAFETY COMPLIANCE SERVICES INC NORTH SYRACUSE, NY 13212	SAFETY COMPLIANCE	P	2	6	N	N	01	30,000	0	0	3/25/2024	O	3/24/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400008080	JB LUMBER LLC JEREMIAH BEACHY JEREMIAH BEACHY MIDDLEPORT, NY 14105	LUMBER	E	C	6	N	N	03	27,340	27,340	27,340	4/3/2024	O	4/2/2025
4400008081	ALBANY SYMPHONY ORCHESTRA INC ALBANY, NY 12207	CANAL BICENTENNIAL EVENTS PLANNING AND SUPPORT	P	B		N	N	02	900,000	234,000	234,000	4/10/2024	O	4/9/2027
4400008082	JILL VAN SLYKE OLD FORGE, NY 13420	WOODHULL LAKE WATER MONITORING AND SECURITY	S	2	5	N	N	01	5,000	1,600	1,600	4/3/2024	O	4/2/2025
4400008086 OGS-PC69056	LANE ENTERPRISES LLC CAMP HILL, PA 17011	THE REHAB OF UDS 4-40	E	B	7	N	N	01			7,882		O	
4400008091	COUNTY OF ONEIDA ORISKANY, NY 13424	MARINE PATROL	S	C	5	N	N	15	40,000	0	0	4/8/2024	O	3/31/2025
4400008092	COUNTY OF MONROE ROCHESTER, NY 14614	MARINE PATROL	S	C	5	N	N	15	40,000	21,706	21,706	4/8/2024	O	3/31/2025
4400008094	SENECA COUNTY SHERIFF ROMULUS, NY 14541	MARINE PATROL	S	C	5	N	N	15	40,000	0	0	4/9/2024	O	3/31/2025
4400008095	ERIE COUNTY SHERIFF'S OFFICE BUFFALO, NY 14202	MARINE PATROL	S	C	5	N	N	15	40,000	0	0	4/9/2024	O	3/31/2025
4400008096	NIAGARA COUNTY SHERIFF'S OFFICE LOCKPORT, NY 14095	MARINE PATROL	S	C	5	N	N	15	40,000	0	0	4/9/2024	O	3/31/2025
4400008097	MOHAWK HEATING COMPANY DUANESBURG, NY 12056	INSTALLATION AND SERVICE FOR FONDA HEATING SYSTEM	E	2	5	N	N	01	10,000	1,359	1,359	4/9/2024	O	4/8/2025
4400008099	ORLEANS COUNTY SHERIFF'S OFFICE ALBION, NY 14411	MARINE PATROL	S	C	9	N	N	15	40,000	0	0	4/1/2024	O	3/31/2025
4400008100	COUNTY OF WASHINGTON FORT EDWARD, NY 12828	MARINE PATROL	S	C	9	N	N	15	35,000	0	0	4/1/2024	O	3/31/2025
4400008101	GREENBRIAR CONSTRUCTION SERVICES LLC SERVICES LLC WYNANTSKILL, NY 12198	CORE DRILLING SERVICES	S	2	5	N	N	01	9,883	9,688	9,688	4/9/2024	O	4/8/2025
4400008103	ONONDAGA COUNTY SHERIFF'S OFFICE SYRACUSE, NY 13202	MARINE PATROL	S	C	9	N	N	15	40,000	0	0	4/1/2024	O	3/31/2025
4400008104	NYS DEPT OF ENVIRONMENTAL CONSERVATION CONSERVATION ALBANY, NY 12207	MARINE PATROL	S	C	9	N	N	15	40,000	0	0	4/1/2024	O	3/31/2025
4400008111	ALBANY COUNTY SHERIFF'S OFFICE ALBANY, NY 12207	MARINE PATROL	S	C	9	N	N	15	8,000	0	0	4/11/2024	O	3/31/2025
4400008114	COUNTY OF SCHENECTADY SCHENECTADY, NY 12305	MARINE PATROL	S	C	9	N	N	15	40,000	0	0	4/11/2024	O	3/31/2025
4400008115	OSWEGO COUNTY SHERIFF'S OFFICE OSWEGO, NY 13126	MARINE PATROL	S	C	9	N	N	15	40,000	0	0	4/11/2024	O	3/31/2025
4400008118 OGS-PM69875	PITNEY BOWES INC WHITE PLAINS, NY 10605	MAILROOM EQUIPMENT	E	B	7	N	N	01			0		O	
4400008123	INTERPORT MAINTENANCE CO INC NEWARK, NJ 07105	STORAGE CONTAINERS	E	C	5	N	N	03	24,060	24,060	24,060	4/12/2024	O	4/11/2025
4400008141	TOMPKINS COUNTY SHERIFF'S OFFICE ITHACA, NY 14850	MARINE PATROL	S	C	5	N	N	15	20,000	0	0	4/16/2024	O	3/31/2025
4400008144	THE WOODWARD CO ALBANY, NY 12205	SHOULDER AND HEX BOLTS AND SCREWS	E	2	5	N	N	01	19,692	0	0	4/17/2024	O	4/16/2025
4400008146 OGS-PC69484	NOCO ENERGY CORP TONAWANDA, NY 14150	FUEL	E	B	7	N	N	01			5,435		C	
4400008148	BELLOWS CONSTRUCTION SPECIALTIES LLC SPECIALTIES LLC SYRACUSE, NY 13202	REPLACE LINTEL AND DOUBLE DOOR	S	2	5	N	03	01	29,433	29,433	29,433	4/17/2024	O	4/16/2025
4400008151	SHANE SYRACUSE INC SYRACUSE, NY 13208	CABLE AND CHAIN	E	2	5	N	N	01	15,160	15,160	15,160	4/17/2024	O	4/16/2025
4400008156	MIDWAY INDUSTRIAL SUPPLY INC AMHERST, NY 14228	PAINTS	E	C	5	N	N	01	24,242	17,178	17,178	4/19/2024	C	8/23/2024
4400008160	SAFETY COMPLIANCE SERVICES INC NORTH SYRACUSE, NY 13212	CONFINED SPACE ENTRY TECHNICIANS	S	2	5	N	N	01	10,000	0	0	4/19/2024	O	4/18/2025
4400008161	SEAWAY DIVING AND SALVAGE CO INC WATERFORD, NY 12188	DIVING SERVICES	S	2	6	N	N	01	13,266	8,899	8,899	4/19/2024	O	4/18/2025
4400008163 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	HP DESKTOPS LAPTOPS WPO - STOCK REPLACEMENTS ETC	E	B	7	N	04	03			67,444		C	
4400008176	A MORMILE AND SON PLUMBING AND HEATING AMSTERDAM, NY 12010	PLUMBING SERVICES	S	2	6	N	N	01	15,000	12,883	12,883	4/23/2024	O	4/22/2025
4400008177	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	2	8	N	N	01	150,000	27,141	27,141	4/23/2024	O	4/22/2025
4400008179 OGS-PC70305	SUNOCO LLC NEWTOWN SQUARE, PA 19073	FUEL	E	B	7	N	N	01			0		O	
4400008193	COUNTY OF YATES PENN YAN, NY 14527	MARINE PATROL	S	C	5	N	N	15	12,000	3,131	3,131	4/26/2024	O	3/31/2025
4400008200	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	PLAIN EDGE CUTTER FOR THE HYDRAULIC DREDGE 6	E	2	8	N	02	01	50,307	50,307	50,307	4/29/2024	O	4/28/2025
4400008201	KEPNER EQUIPMENT INC CANANDAIGUA, NY 14424	MOBILE WASH AND RECLAIM SYSTEM	E	C	5	N	N	03	35,869	35,869	35,869	4/29/2024	O	4/28/2025
4400008216	UNIVERSAL METAL WORKS LLC FULTON, NY 13069	REPAIR TO HD6 CUTTERHEAD	S	2	6	N	N	01	14,014	14,014	14,014	5/1/2024	O	4/30/2025
4400008221	MONTONDO TRAILER LLC BUFFALO, NY 14212	PORTABLE RESTROOMS	E	2		N	N	01	196,284	196,284	196,284	5/2/2024	O	5/1/2025
4400008245 OGS-PC70203	GLOBAL INDUSTRIES INC C/O HUMMELS C/O HUMMELS MARLTON, NJ 08053	FURNITURE	E	B	7	N	N	01			4,508		C	
4400008265	GL POWER INC MADISON, OH 44057	MARINE TRAVEL LIFT	E	C	6	F	N	03	30,248	30,248	30,248	5/20/2024	O	5/19/2025
4400008268	A-VERDI COS LLC PUMPERJACK SEPTIC PUMPERJACK SEPTIC SAVANNAH, NY 13146	CONEX BOX RENTAL	E	2	5	N	N	01	10,000	4,468	4,468	5/20/2024	O	5/19/2025
4400008272	SEAWAY DIVING AND SALVAGE CO INC WATERFORD, NY 12188	VALVE INSPECTION	S	2	5	N	N	01	5,083	4,262	4,262	5/21/2024	O	5/20/2025
4400008284	BARRE STONE PRODUCTS INC ALBION, NY 14411	MATERIALS FOR SPENCERPORT FILTER AND TRUCK	E	C	5	N	N	05	23,290	23,288	23,288	5/23/2024	O	5/22/2025
4400008285	AIRLINE HYDRAULICS CORP BENSALEM, PA 19020	REPLACE PILOT VALVE ON GASPORT LIFT BRIDGE	E	2	5	F	N	01	11,395	11,395	11,395	5/23/2024	O	5/22/2025
4400008287	VERSATILE LLC PORT BYRON, NY 13140	CONEX RENTAL	E	2	5	N	03	01	22,500	12,536	12,536	5/23/2024	O	5/22/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400008294	HAGERMAN AND COMPANY INC MT ZION, IL 62549	SOFTWARE - AUTODESK	I	2	5	N	N	01	20,745	20,745	20,745	5/28/2024	O	5/27/2025
4400008312	US TRAFFIC CONTROL INC TONAWANDA, NY 14150	DETOUR SIGNS FOR BRIDGE LIFTGATE	E	C	5	N	03	03	17,562	17,215	17,215	6/4/2024	O	6/3/2025
4400008322	PEAVEY MANUFACTURING COMPANY INC EDDINGTON, ME 04428	SOLID SOCKET PICK AND HOOK	E	C	5	F	N	03	8,439	8,439	8,439	6/5/2024	O	6/4/2025
4400008344	LIQUID ENVIRONMENTAL SOLUTIONS OF TEXAS LLC OF TEXAS LLC DALLAS, TX 75373	OIL SEPARATOR SERVICE AND DISPOSAL HAZARDOUS	P	2	5	N	N	01	22,000	10,985	10,985	6/12/2024	O	6/11/2025
4400008351 OGS-PC69261	BJA 1675 LLC BOB JOHNSON FORD BOB JOHNSON FORD AVON, NY 14414	FORD F-350 CREW CAB UB 4X4 (24)	E	B	7	N	N	06			444,000		O	
4400008361	JOHN W DANFORTH CO TONAWANDA, NY 14150	VENTILATION SYSTEM	C	B		N	N	01	283,058	97,248	97,248	6/17/2024	O	6/16/2025
4400008373	MOTION INDUSTRIES INC MOTION AI MOTION AI ROCHESTER, NY 14623	REPLACEMENT SCREENS FOR CS 2 AND 3	E	2	5	N	N	01	5,175	5,175	5,175	6/21/2024	O	6/20/2025
4400008374	IN-SITU INC FORT COLLINS, CO 80524	TROLL INSTRUMENTATION MONITORING SYSTEMS	E	2		F	N	01	85,026	85,026	85,026	6/21/2024	O	6/20/2025
4400008379 OGS-PM21070	LEAD DATA TECHNOLOGIES INC NANUET, NY 10954	MAINTENANCE - CHECKPOINT	I	B	7	N	03	01			299,086		O	
4400008393	REPCO INDUSTRIES INC UNION SPRINGS, NY 13160	THREADING OF MITER GATE ANCHOR RODS	E	B		N	N	04	49,600	49,600	49,600	6/28/2024	O	6/27/2025
4400008399	STARBOARD CONSULTING LLC LONGWOOD, FL 32779	MAINTENANCE - IBM	I	2	8	F	N	01	202,520	202,520	202,520	6/25/2024	O	6/24/2025
4400008402	NORTHEAST CRANE MAT CORPORATION HUDSON FALLS, NY 12839	HARDWOOD CRANE MATS	E	C	6	N	N	03	14,000	14,000	14,000	7/2/2024	O	7/1/2025
4400008409	PINTO CONSTRUCTION SERVICES INC BUFFALO, NY 14206	CANALWAY EMBANKMENT	C	B		N	N	01	1,329,439	1,016,787	1,016,787	7/3/2024	O	7/2/2025
4400008417	SEAWAY DIVING AND SALVAGE CO INC WATERFORD, NY 12188	EMERGENCY DIVING SERVICES	S	2	5	N	N	01	5,360	5,360	5,360	7/8/2024	O	7/7/2025
4400008426	LAKELANDS CONCRETE PRODUCTS INC LIMA, NY 14485	6 PRECAST CONCRETE SPAN UNITS	E	B		N	N	01	60,000	60,000	60,000	7/11/2024	O	7/10/2025
4400008427	VJP ENTERPRISES INC VJP HYDRAULICS VJP HYDRAULICS GANSEVOORT, NY 12831	GATE CYLINDERS	E	2	8	N	N	01	200,318	40,350	40,350	7/11/2024	O	7/11/2025
4400008429 OGS-PC70203	GLOBAL INDUSTRIES INC C/O HUMMELS C/O HUMMELS MARLTON, NJ 08053	FURNITURE	E	B	7	F	N	01			22,831		O	
4400008439	ELLICOTT DREDGES LLC ELLICOTT DREDGE ENTERPRISES LLC ELLICOTT DREDGE ENTERPRISES LLC BALTIMORE, MD 21230	GEARBOX BEARINGS SEALS AND HS SLEEVES	E	2	8	F	N	01	223,946	181,934	181,934	7/17/2024	O	7/16/2025
4400008450 OGS-PS69330	ALTA CONSTRUCTION EQUIPMENT NEW YORK LLC NEW YORK LLC SYRACUSE, NY 13206	EXCAVATOR RENTAL	E	B	7	N	N	01			23,600		O	
4400008456 OGS-PC70203	GLOBAL INDUSTRIES INC C/O HUMMELS C/O HUMMELS MARLTON, NJ 08053	FURNITURE	E	B	7	N	N	01			74,873		O	
4400008463	MIDWAY INDUSTRIAL SUPPLY INC AMHERST, NY 14228	PAINTS	E	C	5	N	N	03	14,372	12,224	12,224	7/25/2024	C	10/30/2024
4400008464	GENERAL PRO TOUCH LLC GPT CONTAINERS GPT CONTAINERS BUFFALO, NY 14208	CUSTOM DRONE CONTAINER PROTYPES	E	2	5	N	N	01	44,800	30,300	30,300	7/25/2024	O	7/24/2025
4400008480 OGS-PC69484	NOCO ENERGY CORP TONAWANDA, NY 14150	FUEL	E	B	7	N	N	01			3,380		O	
4400008484	FRSIX LLC LONG ISLAND CITY, NY 11109	CRANE ATTACHMENTS	E	B		N	02	01	116,175	26,179	26,179	8/1/2024	O	7/31/2025
4400008487	PRECISION LASER AND INSTRUMENT AMBRIDGE, PA 15003	HYDROLITE PLUS ECHOSOUNDER AND BATTERIES	E	C	6	F	N	03	9,680	9,545	9,545	8/2/2024	O	8/2/2025
4400008490 OGS-PC70535	MIRABITO HOLDINGS INC BINGHAMTON, NY 13902	FUEL	E	B	7	N	N	01			7,448		O	
4400008492	NU-WAY HYDRAULICS NY-WAY CONCRETE EQUIPMENT SALES INC NY-WAY CONCRETE EQUIPMENT SALES INC EAST SYRACUSE, NY 13057	SLUICE GATE HYDRAULIC PARTS	E	2	5	N	N	01	11,289	11,289	11,289	8/2/2024	O	8/1/2025
4400008508	WARREN W FANE INC TROY, NY 12182	TRUCKING SERVICES	S	2	6	N	N	01	15,000	2,868	2,868	8/9/2024	O	8/8/2025
4400008509 OGS-PC68659	JOSEPH FLIHAN CO SECOND AND BROAD STREET SALES CORP SECOND & BROAD STREET SALES CORP UTICA, NY 13501	ICE-O-MATIC FOR THE NEW ROME OFFICE	E	B	7	N	N	01			6,115		O	
4400008522	TOWN AND COUNTRY PEST SOLUTIONS INC ROCHESTER, NY 14612	PIGEON CONTROL AND CLEANING	S	2	6	N	N	01	20,000	10,498	10,498	8/13/2024	O	8/13/2025
4400008530	HAWK DRILLING CO INC BALLSTON SPA, NY 12020	WATER TREATMENT	S	C	5	N	N	03	7,933	0	0	8/15/2024	O	8/14/2025
4400008531	KIVORT STEEL INC WATERFORD, NY 12188	STEEL TRASH RACK	E	C	5	N	N	03	5,475	5,475	5,475	8/16/2024	O	8/15/2025
4400008534	KIVORT STEEL INC WATERFORD, NY 12188	STEEL PARTS	E	C	6	N	N	03	7,313	7,313	7,313	8/19/2024	O	8/19/2025
4400008537 OGS-PC70241	ACCENT COMMERCIAL FURNITURE ALBANY, NY 12205	FURNITURE	E	B	7	N	N	01			0		O	
4400008544	PIERCE STEEL FABRICATORS INC OLEAN, NY 14760	2 TON SAWHORSES 4" TOP PLATE	E	C	6	N	N	03	7,438	0	0	8/20/2024	O	8/20/2025
4400008545 OGS-PC69971	CALLANAN INDUSTRIES INC ALBANY, NY 12212	ASPHALT	E	B	7	N	N	62			170,618		O	
4400008561	U.S. DEPARTMENT OF THE INTERIOR NATIONAL PARK SERVICE NATIONAL PARK SERVICE HERNDON, VA 20171	HAER DOCUMENTATION TUGBOAT URGER	S	2	9	F	N	01	48,000	48,000	48,000	8/22/2024	O	8/21/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O \ C	END DATE
4400008562 OGS-PS69330	ALTA CONSTRUCTION EQUIPMENT NEW YORK LLC NEW YORK LLC SYRACUSE, NY 13206	TRUCK RENTAL	E	B	7	N	N	01			14,600		O	
4400008571	PTC INC BOSTON, MA 02210	SOFTWARE - MATHCAD	I	2	5	F	N	01	13,219	6,610	6,610	8/26/2024	O	8/25/2026
4400008577	AVERY MARKETING INC FAIRPORT, NY 14450	EQUIPMENT PROMOTIONAL EVENTS	S	2	5	N	03	01	20,000	8,390	8,390	9/10/2024	O	9/10/2025
4400008580	R. J. VALENTE GRAVEL INC TROY, NY 12180	STONE	E	C	6	N	N	03	8,000	7,945	7,945	8/28/2024	O	8/27/2025
4400008582	SILVERBACK INDUSTRIES LLC IAN GRACEY IAN GRACEY TACOMA, WA 98421	ALUMINUM WORK BOATS	E	B		F	N	02	1,791,400	1,746,864	1,746,864	8/28/2024	O	5/31/2025
4400008584	RICHARD SEARS TREE EXPERTS INC QUEENSBURY, NY 12804	TREE REMOVAL	S	2	5	N	N	01	18,000	18,000	18,000	8/29/2024	O	8/28/2025
4400008594 OGS-PC69416	MOHAWK LIFTS LLC AMSTERDAM, NY 12010	MECHANIC LIFT FOR WATERFORD AND PITTSFORD	E	B	7	N	N	01			63,418		O	
4400008598	LAUBACKER ENTERPRISES INC NIAGARA FALLS, NY 14304	CLEANOUT AND TOWING SERVICES	S	2	6	N	02	01	16,985	16,985	16,985	9/4/2024	O	9/3/2025
4400008599 OGS-PC70537	NOCO ENERGY CORP TONAWANDA, NY 14150	FUEL	E	B	7	N	N	01			5,179		O	
4400008604 OGS-PC69682	GRASSLAND EQUIPMENT AND IRRIGATION CORP IRRIGATION CORP LATHAM, NY 12110	GAS TRACTORS AND ATTACHMENTS	E	B	7	N	N	01			0		O	
4400008608 OGS-PC69682	GRASSLAND EQUIPMENT AND IRRIGATION CORP IRRIGATION CORP LATHAM, NY 12110	Z-MASTER 60" MOWERS	E	B	7	N	N	01			196,761		O	
4400008611	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	CRANE REPAIRS	P	2	5	F	N	01	20,792	14,880	14,880	9/6/2024	O	9/5/2025
4400008616	BLUEBEAM INC PASADENA, CA 91105	SOFTWARE - BLUEBEAM	I	2	5	N	N	01	18,000	11,400	11,400	9/9/2024	O	9/8/2025
4400008622	EGGAN EXCAVATING EQUIPMENT CO INC ROME, NY 13440	PUMPING	S	C	5	N	N	01	5,000	1,730	1,730	9/11/2024	O	9/10/2025
4400008623 OGS-PC69682	GRASSLAND EQUIPMENT AND IRRIGATION CORP IRRIGATION CORP LATHAM, NY 12110	4520Y VENTRAC MOWER (DIESEL)	E	B	7	N	N	01			80,205		O	
4400008625	O'CONNELL ELECTRIC CO VICTOR, NY 14564	ELECTRICAL DIAGNOSTIC REPAIR TO THE BRIDGE	S	2	6	N	N	01	6,150	6,150	6,150	9/11/2024	O	9/11/2025
4400008633	ADIRONDACK SEPTIC TANK INC AMSTERDAM, NY 12010	SEPTIC TANK SERVICES	S	C	6	N	N	01	5,000	0	0	9/12/2024	O	9/11/2025
4400008640	DRONEDEPLOY INC DBA INFATICS DBA INFATICS SAN FRANCISCO, CA 94104	SOFTWARE	I	2	8	F	N	01	114,500	114,500	114,500	9/16/2024	O	9/15/2025
4400008655	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	ROUGH TERRAIN CRANE RENTAL	E	B		N	N	04	80,000	30,000	30,000	9/18/2024	O	9/17/2025
4400008656	NEW HARTFORD SAFE AND LOCK CO LLC NEW HARTFORD, NY 13413	LOCK FOR ROME OFFICE BUILDING	E	2	5	N	N	01	5,447	5,447	5,447	9/18/2024	O	9/27/2025
4400008665 OGS-PC69683	DEERE AND COMPANY STRATEGIC ACCOUNTS BUSINESS STRATEGIC ACCOUNTS BUSINESS CARY, NC 27513	JOHN DEERE Z970R MOWERS	E	B	7	F	N	13			63,353		O	
4400008678	STOHL REMEDIATION SERVICES INC ORCHARD PARK, NY 14127	ASBESTOS ABATEMENT AND REMOVAL	S	2	6	N	N	01	7,890	7,890	7,890	9/26/2024	O	9/26/2025
4400008679	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT BATAVIA, NY 14020	BIO HYDO ADV OIL	E	2	6	N	N	01	10,246	10,246	10,246	9/27/2024	O	9/27/2025
4400008684	MONTONDO TRAILER LLC BUFFALO, NY 14212	CONVERTED CONEX BOXES	E	B		N	N	04	607,200	607,200	607,200	9/30/2024	O	9/29/2025
4400008690 OGS-PM67345	ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE INC INSTITUTE INC REDLANDS, CA 92373	SOFTWARE - LEARNING	I	B	7	N	N	01			65,689		O	
4400008694	BELLOWS CONSTRUCTION SPECIALTIES LLC SPECIALTIES LLC SYRACUSE, NY 13202	SECURITY FENCE INSTALLS	E	2	5	N	03	01	49,000	46,970	46,970	10/2/2024	O	10/1/2025
4400008696	UNIVERSAL METAL WORKS LLC FULTON, NY 13069	NEW GATES	E	2	8	N	N	01	145,895	0	0	10/2/2024	O	10/2/2025
4400008697	BELLOWS CONSTRUCTION SPECIALTIES LLC SPECIALTIES LLC SYRACUSE, NY 13202	SPRAY FOAM	E	2	5	N	03	01	10,000	9,360	9,360	10/2/2024	O	10/1/2025
4400008703 OGS-PC69971	CALLANAN INDUSTRIES INC ALBANY, NY 12212	ASPHALT	E	B	7	N	N	01			1,289		O	
4400008704	BUFF DL LLC SERVPRO OF CENTRAL BUFFALO SERVPRO OF CENTRAL BUFFALO WESTERLY, RI 02891	CLEANING AND REMOVAL OF MOLD	S	2	5	N	N	01	10,000	10,000	10,000	10/3/2024	O	10/2/2025
4400008709	NOCO ENERGY CORP TONAWANDA, NY 14150	TWO (2) FUEL TANKS AND DIESEL FUEL DELIVERY	E	C	5	N	N	03	45,000	2,725	2,725	10/4/2024	O	10/3/2025
4400008714 OGS-PC69133	HEIDELBERG MATERIALS NORTHEAST NY LLC NY LLC JAMESVILLE, NY 13078	AGGREGATES (EARTH MATERIALS)	E	B	7	N	N	01			9,212		O	
4400008718 OGS-PC70004	PECKHAM MATERIALS CORP PECKHAM INDUSTRIES INC (PARENT) PECKHAM INDUSTRIES INC (PARENT) ATHENS, NY 12015	PARKING LOT PAVING	S	B	7	N	N	01			0		O	
4400008724	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	WOODCRACKER RENTAL	E	2	5	N	N	01	29,700	14,850	14,850	10/17/2024	O	10/16/2025
4400008725	NORTHEAST CRANE MAT CORPORATION HUDSON FALLS, NY 12839	CRANE MATS	E	C	5	N	N	03	12,790	12,790	12,790	10/9/2024	O	10/8/2025
4400008733	NOWAK INDUSTRIAL LLC CHEEKTOWAGA, NY 14227	HAZARDOUS WASTE STORAGE UNITS	E	B		N	02	02	519,309	0	0	10/11/2024	O	10/9/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400008734	J W DIDADO ELECTRIC LLC AKRON, OH 44306	INSTALLATION OF MANUAL TRANSFER SWITCH	C	B		F	N	01	39,450	0	0	10/14/2024	O	10/13/2025
4400008739 OGS-PC69971	CALLANAN INDUSTRIES INC ALBANY, NY 12212	ACCESS ROAD PAVING	S	B	7	N	N	30			1,720		O	
4400008740	LANDPRO EQUIPMENT LLC FALCONER, NY 14733	TURBOCHARGER INSTALL	S	2	5	N	N	01	11,189	11,189	11,189	10/15/2024	O	10/14/2025
4400008742	VELOCITYEHS CHICAGO, IL 60654	SOFTWARE - VELOCITY EHS	I	2	6	F	N	01	11,833	0	0	10/15/2024	O	10/15/2025
4400008744	POSEIDON LLC POSEIDON BARGE POSEIDON BARGE BERNE, IN 46711	MODULAR BARGES	E	B		F	N	02	1,961,350	1,158,178	1,158,178	10/18/2024	O	6/30/2025
4400008748	WALKER DIVING UNDERWATER CONSTRUCTION LLC CONSTRUCTION LLC HAMMONTON, NJ 08037	DIVING SERVICES	P	2	6	F	N	01	6,321	6,321	6,321	10/16/2024	O	10/15/2025
4400008752	LASERS ONLY CORP JERSEY CITY, NJ 07305	LASER CLEANER 1500W SUP22C	E	C	6	F	N	03	16,400	0	0	10/17/2024	O	10/17/2025
4400008753	PUMP SERVICE AND SUPPLY OF TROY INC A HOLLAND PUMP COMPANY A HOLLAND PUMP COMPANY TROY, NY 12180	10" SUBMERSIBLE PUMP WITH GENERATOR	E	C	6	N	N	03	8,450	0	0	10/17/2024	O	10/17/2025
4400008757	YSI INC YELLOW SPRINGS, OH 45387	FWOS GAGES	E	2	8	F	N	01	128,997	0	0	10/18/2024	O	10/17/2025
4400008764	YSI INC YELLOW SPRINGS, OH 45387	FWOS GAGE INSTRUMENTATION	E	2	8	F	N	01	80,559	0	0	10/22/2024	O	10/21/2025
4400008772	MILLER SANDBLASTING AND PAINTING INC INC ROCHESTER, NY 14606	SANDBLASTING AND PAINTING	S	C	6	N	N	03	44,760	7,040	7,040	10/24/2024	O	10/23/2025
4400008776	SEAWAY DIVING AND SALVAGE CO INC WATERFORD, NY 12188	DIVING SERVICE	S	C	5	N	N	03	16,624	0	0	10/28/2024	O	10/27/2025
4400008794	KIVORT STEEL INC WATERFORD, NY 12188	STEEL FOR GATE PANS	E	C	5	N	N	03	17,216	17,216	17,216	11/1/2024	O	10/31/2025
4400008803	STEVENS WATER MONITORING SYSTEM INC SYSTEM INC PORTLAND, OR 97220	CUSTOM STAFF GAGES AND FIGURE PLATES	E	C	6	F	N	03	27,680	0	0	11/5/2024	O	11/4/2025
4400008806	OLD DUTCHMAN'S WROUGHT IRON INC GETZVILLE, NY 14068	ACCESS BRIDGE RAILING SYSTEM	E	C	6	N	N	03	11,622	11,622	11,622	11/6/2024	O	11/5/2025
4400008822	UNIVERSAL METAL WORKS LLC FULTON, NY 13069	BOAT WINDOW SECURITY COVERS	E	2	5	N	N	01	5,905	959	959	11/8/2024	O	11/7/2025
4400008825	VERSATILE LLC PORT BYRON, NY 13140	32' FIELD OFFICE COMMERCIAL RENTAL	E	C	6	N	03	03	5,672	3,208	3,208	11/8/2024	O	11/8/2025
4400008826	KARIANNE CONTE BROOKLYN, NY 11215	MEDINA ART TRIENNIAL	P	B		N	N	04	1,905,000	24,300	24,300	11/14/2024	O	12/31/2026
4400008827 OGS-PC70305	SUNOCO LLC NEWTOWN SQUARE, PA 19073	FUEL	E	B	7	F	N	01			731		O	
4400008843	ADMAR CONSTRUCTION EQUIPMENT AND SUPPLIES SUPPLIES LATHAM, NY 12110	GENERATOR RENTAL	E	C	6	N	N	03	37,156	0	0	11/15/2024	O	11/14/2025
4400008847 OGS-PC70303	MIRABITO HOLDINGS INC BINGHAMTON, NY 13902	FUEL	E	B	7	N	N	01			0		O	
4400008851	TRATHEN LOGGING CO INC YORK, NY 14592	QUOINS AND MITER WOOD	E	C	6	N	N	03	25,335	0	0	11/19/2024	O	11/19/2025
4400008875	ISAAC HEATING AND AIR CONDITIONING ROCHESTER, NY 14615	OIL FURNACE	E	C	6	N	N	03	7,200	0	0	11/27/2024	O	11/26/2025
4400008882	FLEET MAINTENANCE INC WEST SENECA, NY 14224	NEW WESTERN STAR CHASSIS	E	B		N	03	01	403,500	0	0	12/5/2024	O	12/5/2025
4400008889	GENEVA HOTELS LLC 41 LAKEFRONT HOTEL, A TRADEMARK 41 LAKEFRONT HOTEL, A TRADEMARK GENEVA, NY 14456	YEARLY FALL MAINTENANCE MEETING	E	C	9	N	N	01	11,647	0	0	12/5/2024	C	12/20/2024
4400008893	UNITED RENTALS (NORTH AMERICA) INC UNITED RENTALS UNITED RENTALS EAST SYRACUSE, NY 13057	SCAFFOLDING RENTAL AND INSTALLATION	E	C	6	N	N	03	16,161	0	0	12/5/2024	O	12/4/2025
4400008896	GETTYSBURG FLAG WORKS INC EAST GREENBUSH, NY 12061	FLAGS	E	2	6	N	N	01	18,350	0	0	12/5/2024	O	12/5/2025
4400008902 OGS-PC70460	AMERICAN ROCK SALT CO LLC DBA FOR AMERICAN ROCK SALT HOLDING DBA FOR AMERICAN ROCK SALT HOLDING MOUNT MORRIS, NY 14510	SALT	E	B	7	N	N	01			0		O	
4400008903 OGS-PC70460	AMERICAN ROCK SALT CO LLC DBA FOR AMERICAN ROCK SALT HOLDING DBA FOR AMERICAN ROCK SALT HOLDING MOUNT MORRIS, NY 14510	SALT	E	B	7	N	N	01			2,765		O	
4400008905	KLEAN KANTEEN INC CHICO, CA 95928	WATER BOTTLES	E	C	5	F	N	03	15,933	0	0	12/6/2024	O	12/5/2025
4400008908	VJP ENTERPRISES INC VJP HYDRAULICS VJP HYDRAULICS GANSEVOORT, NY 12831	REBUILD HYDRAULIC GATE CYLINDER	S	2	5	N	N	01	23,272	0	0	12/6/2024	O	12/5/2025
4400008918	UNITED RENTALS (NORTH AMERICA) INC UNITED RENTALS UNITED RENTALS EAST SYRACUSE, NY 13057	SCAFFOLDING RENTAL AND INSTALLATION	E	C	6	N	N	03	9,770	0	0	12/11/2024	O	12/10/2025
4400008921	ADOBE SYSTEMS INC SAN JOSE, CA 95110	SOFTWARE - ADOBE	I	2	6	F	N	01	26,294	26,294	26,294	12/11/2024	O	12/10/2025
4400008923 OGS-PM20860	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	DESKTOPS FOR LOCATION ALBANY	E	B	7	N	04	03			54,400		O	
4400008927 OGS-PC70535	MIRABITO HOLDINGS INC BINGHAMTON, NY 13902	FUEL	E	B	7	N	N	07			0		O	
4400008928 OGS-PC70535	MIRABITO HOLDINGS INC BINGHAMTON, NY 13902	FUEL	E	B	7	N	N	07			0		O	
4400008929 OGS-PM20860	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	DESKTOPS FOR LOCATION SYRACUSE	E	B	7	N	04	03			43,520		O	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4400008931 OGS-PM20860	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	DESKTOPS FOR LOCATION CHEEKTOWAGA	E	B	7	N	04	03			43,520		O	
4400008933	IN-SITU INC FORT COLLINS, CO 80524	TROLL INSTRUMENTATION FOR OBSERVATION WELLS	E	2	5	F	N	01	38,091	0	0	12/13/2024	O	12/12/2025
4400008937 OGS-PS69330	ALTA CONSTRUCTION EQUIPMENT NEW YORK LLC NEW YORK LLC SYRACUSE, NY 13206	TRACKED HAUL DUMP TRUCK RENTAL	E	B	7	N	N	01			0		O	
4400008940 OGS-PC70538	SPRAGUE OPERATING RESOURCES LLC PORTSMOUTH, NH 03801	FUEL	E	B	7	N	N	01			0		O	
4400008941 OGS-PC70538	SPRAGUE OPERATING RESOURCES LLC PORTSMOUTH, NH 03801	FUEL	E	B	7	N	N	01			0		O	
4400008949	UNIVERSAL METAL WORKS LLC FULTON, NY 13069	TAINTER GATE RACKS	E	B		N	N	05	69,255	0	0	12/18/2024	O	12/17/2025
4400008952	SITECORE USA INC SAN FRANCISCO, CA 94111	SOFTWARE - SITECORE	I	2	8	N	N	01	326,378	0	0	11/20/2024	O	11/19/2025
4400008954	TYLER EUGENE NORDGREN ITHACA, NY 14851	BICENTENNIAL POSTER DESIGN	S	2	5	N	N	01	15,000	0	0	12/19/2024	O	12/18/2025
4400008965	VANDB UNDERGROUND UTILITIES INC WEBSTER, NY 14580	DIRECTIONAL DRILLING FOR CONDUIT	S	DP		N	02	01	40,064	0	0	12/20/2024	O	12/19/2025
4400008969	VIRSIG LLC PORT WASHINGTON, NY 11050	AVI TECHNOLOGIES CAMERAS	E	2	8	N	11	01	362,300	0	0	12/23/2024	O	12/22/2025
4400008975 OGS-PC69406	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	CATERPILLAR EXCAVATORS	E	B	7	N	N	01			0		O	
4400008983	iNFO TECH OPERATING LLC INFINITY PARENT LLC INFINITY PARENT LLC GAINESVILLE, FL 32608	SOFTWARE - APPIA	I	1	5	N	N	01	18,275	0	0	12/30/2024	O	12/29/2025
4500211243	BENTLY NEVADA LLC BAKER HUGHES LLC BAKER HUGHES LLC EXTON, PA 19341	FURNISH DELIVER INSTALL CONDITION MONITORING SYSTEMS	E	B		F	N	01	815,412	812,412	0	1/3/2012	O	12/31/2025
4500253163	ABB INC RALEIGH, NC 27606	115KV CIRCUIT BREAKERS	E	B		F	N	02	3,123,231	2,472,416	0	12/15/2014	C	12/28/2024
4500260532	ABB INC RALEIGH, NC 27606	DESIGN FURNISH AND DELIVER 230KV SF6 BREAKERS	E	B		F	N	02	8,861,075	5,238,926	0	6/25/2015	O	12/31/2025
4500273348	ENVIRONETICS GROUP ARCHITECT PC ENGLEWOOD CLIFFS, NJ 07632	ARCHITECTURAL AND INTERIOR DESIGN SERVICES	A	B		F	N	08	360,000	245,727	0	6/10/2016	C	3/31/2024
4500274855	S AND L ELECTRIC INC COLTON, NY 13625	STL - STATION SERVICE UPGRADE AND LS DAM 480 VAC MCC REPLACEMENT	E	B		N	N	05	7,024,830	6,744,738	54,476	3/12/2019	O	6/30/2025
4500276429	DELTA DENTAL OF NEW YORK CAMP HILL, PA 17011	THIRD PARTY ADMIN SERVICES FOR AUTHORITY'S HEALTH AND BENEFITS PROGRAM FOR DENTAL	S	B		N	N	10	1,050,000	682,632	115,832	1/1/2017	O	12/31/2027
4500276433	DAVIS VISION INC LINTHICUM, MD 21090	THIRD PARTY ADMIN SERVICES FOR AUTHORITY'S HEALTH AND BENEFITS PROGRAM FOR VISION	S	B		N	N	10	135,000	101,305	38,596	1/1/2017	O	12/31/2027
4500276445	UNITED HEALTHCARE SERVICES LLC ISLANDIA, NY 11749	THIRD PARTY ADMIN SERVICES FOR AUTHORITY'S HEALTH AND BENEFITS PROGRAM FOR MAJOR MEDICAL AND HOSPITALIZATION AND FSA	S	B		N	N	10	16,650,000	9,639,718	2,012,811	1/1/2017	O	12/31/2027
4500282188	GE GRID SOLUTIONS LLC CHARLEROI, PA 15022	115 230KV DISCONNECT SWITCHES	E	B		F	N	04	716,345	716,345	0	3/7/2017	O	3/6/2025
4500287027	DEAN ENERGY SOLUTIONS CORP HOBOKEN, NJ 07030	FIRE PROTECTION SYSTEM	C	B		F	N	04	11,792,264	11,727,379	0	6/29/2017	O	12/31/2025
4500287054	ALLEGRO DEVELOPMENT CORPORATION DALLAS, TX 75201	ENERGY COMMODITY RISK MANAGEMENT AND ANALYTICS SOLUTION	E	B		F	N	08	8,330,346	7,505,041	589,848	6/30/2017	C	6/29/2024
4500290080	HITACHI ENERGY USA INC RALEIGH, NC 27606	HIGH VOLTAGE CIRCUIT BREAKERS FOR MULTIPLE SITES	E	B		F	N	04	12,317,580	10,718,090	175,454	9/28/2017	O	9/28/2027
4500291167	HARTIGEN SOLUTIONS LLC KATY, TX 77449	SOFTWARE - GENERATION BID AND BID TO BILL	S	B		F	N	05	4,077,285	3,385,460	578,560	11/6/2017	C	11/5/2024
4500292234	ADIRONDACK RECORDS MANAGEMENT INC ALBANY, NY 12207	TRANSFER AND STORAGE WAREHOUSING OF HARD COPY RECORDS TO OFFSITE STORAGE FACILITY	E	B		N	N	03	108,512	50,130	8,517	12/1/2017	O	11/29/2028
4500293855	GEORGE A HARPER GAH CONSULTING LLC GAH CONSULTING LLC SOUTHBOROUGH, MA 01772	HURRICANE IRENE REANALYSIS	A	1	5	F	N	01	99,770	46,176	8,305	1/25/2018	O	12/31/2025
4500293858	RJ ASSOCIATES LLC WESTPORT ISLAND, ME 04578	HURRICANE IRENE REANALYSIS	A	1	5	F	N	01	71,340	48,415	8,890	1/25/2018	O	12/31/2025
4500294703	BARRY KEIM KEIM CONSULTING LLC KEIM CONSULTING LLC BATON ROUGE, LA 70808	HURRICANE IRENE REANALYSIS	P	1	5	F	N	01	98,004	12,657	0	1/25/2018	O	12/31/2025
4500298321	ADP INC PHILADELPHIA, PA 19182	PAYROLL SERVICES	E	C		F	N	05	1,723,068	1,005,215	162,397	6/11/2018	O	6/10/2028
4500298619	ASCENDANT STRATEGY MANAGEMENT GROUP LLC LLC BOSTON, MA 02116	SOFTWARE - PERFORMANCE MANAGEMENT	I	C		F	N	06	708,910	619,765	104,550	7/9/2018	C	7/8/2024
4500299251	CRYSTAL ROCK HOLDINGS INC CRYSTAL ROCK LLC CRYSTAL ROCK LLC CHEEKTOWAGA, NY 14225	WATER	E	B	5	N	N	01	67,925	67,922	11,273	7/12/2018	C	7/11/2024
4500301031	E J OCONNELL SENSOR DEPLOYMENT JV LONG ISLAND CITY, NY 11101	SENSOR DEPLOYMENT PROGRAM PHASE II	C	B		N	N	04	72,140,225	70,784,066	709,898	9/5/2018	C	3/4/2024
4500302927	USIC LOCATING SERVICES LLC DBA FOR LOCATE HOLDINGS INC DBA FOR LOCATE HOLDINGS INC INDIANAPOLIS, IN 46240	DIG SAFE SERVICES	A	B		N	N	02	694,000	401,832	130,470	11/1/2018	C	12/10/2024
4500303150	DEVELOPMENT AUTHORITY OF THE NORTH COUNTRY NORTH COUNTRY WATERTOWN, NY 13601	DARK FIBER	S	1	8	N	N	01	1,061,004	1,061,004	0	10/1/2018	O	9/30/2038

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500303648	MOEV INC LOS ANGELES, CA 90013	EV CHARGERS	E	2	5	F	N	01	66,269	66,269	0	3/15/2021	O	3/14/2026
4500307147	LOPEZ AND ASSOCIATES INC GREAT NECK, NY 11021	TRAINING	P	1	8	N	N	01	310,000	187,271	49,365	1/23/2019	O	1/23/2025
4500308751	GOMEZ AND SULLIVAN ENGINEERS DPC NEW HARTFORD, NY 13413	FERC PART 12 SAFETY INSPECTION	A	B		N	N	04	971,034	900,803	412,932	4/30/2019	O	4/30/2025
4500308842	DEVELOPMENT AUTHORITY OF THE NORTH COUNTRY NORTH COUNTRY WATERTOWN, NY 13601	DARK FIBER COLOCATION	T	B		N	N	01	4,995,956	1,475,133	187,330	11/1/2018	O	10/31/2038
4500309568	CROWN CASTLE INTERNATIONAL CORP CROWN CASTLE FIBER LLC CROWN CASTLE FIBER LLC BOXBOROUGH, MA 01719	COMMUNICATIONS BACKBONE PROGRAM	T	B		F	N	01	2,255,000	1,314,054	58,800	5/30/2019	O	5/29/2039
4500309906	SUBMERSIVE MEDIA LLC DOBBS FERRY, NY 10522	DIGITAL MARKETING SERVICES	P	B		N	N	07	500,000	500,000	56,814	6/28/2019	C	12/31/2024
4500310979	KYRIBA CORP SAN DIEGO, CA 92121	SOFTWARE - TREASURY WORKSTATION	I	B		F	N	03	2,490,134	2,336,809	697,020	6/28/2019	O	6/27/2025
4500311256	PITNEY BOWES INC WHITE PLAINS, NY 10605	PRINTER	E	2	8	N	N	01	73,052	68,902	10,460	9/1/2019	C	8/31/2024
4500311282	PITNEY BOWES INC WHITE PLAINS, NY 10605	PRINTER	E	2	8	N	N	01	63,095	3,155	0	9/1/2019	C	8/31/2024
4500312014	JD POWER WESTLAKE VILLAGE, CA 91362	SURVEY SERVICES	P	B		F	N	06	1,797,981	1,768,824	330,895	8/30/2019	O	1/31/2025
4500313014	INFORMATION TECHNOLOGY CORP OF THE TRI STATES TRI STATES PARAMUS, NJ 07652	APPLE MACINTOSH SERVICES	E	B		N	N	03	512,403	512,403	0	9/25/2019	O	9/24/2025
4500313605	CORMETECH INC DURHAM, NC 27712	MULTI-POLLUTANT CATALYSTS	E	B		F	N	02	2,521,700	2,348,700	48,000	9/23/2019	O	9/23/2025
4500315424	TOTAL ADMINISTRATIVE SERVICES CORP TASC TASC MADISON, WI 53704	COBRA ADMINISTRATION SERVICES	S	B		F	N	05	100,000	47,811	12,807	1/1/2020	O	12/31/2025
4500316441	EATON CORP C/O HASGO POWER EQUIPMENT SALES INC C/O HASGO POWER EQUIPMENT SALES INC WARRENDALE, PA 15086	13.8 KV SWGR REPLACEMENT	E	B		F	N	03	27,123,373	27,123,368	0	3/22/2021	O	1/5/2025
4500316458	MICHELS POWER INC M10 INC M10 INC BROWNSVILLE, WI 53006	MOSES ADIRONDACK SMART PATH PROJECT CONSTRUCTION SERVICES	C	B		F	N	03	313,579,425	295,815,266	9,397,673	12/18/2019	O	12/17/2025
4500316919	THE IQ BUSINESS GROUP MCLEAN, VA 22102	ENTERPRISE CONTENT MANAGEMENT	P	B		F	N	09	929,140	763,658	53,558	10/2/2020	C	2/28/2024
4500317523	MERCER (US) INC NEW YORK, NY 10036	WORKFORCE PLANNING	P	B		N	N	08	1,850,000	1,826,744	0	12/30/2019	C	12/29/2024
4500318302	PERRAS ENVIRONMENTAL CONTROL INC MASSENA, NY 13662	REHABILITATION OF THE HATCH COVER DECK	C	B		N	N	01	8,062,521	7,982,527	892,487	2/11/2020	O	12/31/2025
4500319682	EARTHCAM INC UPPER SADDLE RIVER, NJ 07458	EARTHCAM FOR EVSE SITES MONITORING	H	B	5	F	N	01	74,205	73,515	0	1/4/2021	C	4/11/2024
4500319797	UPTRENDS LLC BOCA RATON, FL 33431	MAINTENANCE - UPTRENDS	E	B	6	F	N	01	40,709	40,709	0	1/26/2020	O	1/25/2026
4500319873	GEI CONSULTANTS INC PC WOBURN, MA 01801	FERC PART 12D SAFETY INSPECTION	P	B		N	N	04	507,291	158,103	64,611	3/27/2020	O	3/31/2026
4500319911	BIOMARK LLC BOISE, ID 83702	EEL LADDER PIT ANTENNAE MONITORING	S	1	8	N	N	01	68,470	64,363	15,748	4/1/2020	O	6/2/2025
4500319916	DEADLINE SOLUTIONS INC SYRACUSE, NY 13210	EEL PASSAGEWAY FLOW METER MONITORING	S	1	8	N	N	01	145,541	66,839	16,370	4/1/2020	O	6/2/2025
4500319949	SOFTWARE SENSE ENTERPRISES INC SARATOGA SPRINGS, NY 12866	MAINTENANCE - PTRPLUS	S	1	8	N	N	01	300,000	113,875	18,750	3/1/2020	O	2/28/2025
4500320041	MILLER PROCTOR NICKOLAS INC SLEEPY HOLLOW, NY 10591	BOILER SERVICE	S	1	8	N	N	01	250,000	182,524	49,670	6/1/2020	O	5/31/2026
4500320145	FLIGHTSAFETY INTERNATIONAL INC MOONACHIE, NJ 07074	PILOT TRAINING	P	B		F	N	01	300,000	34,500	0	4/1/2020	O	3/31/2025
4500320222 OGS-PC68993	HOSELTON CHEVROLET INC EAST ROCHESTER, NY 14445	VEHICLES	E	B	7	N	N	01			16,920		C	
4500320529	OTIS ELEVATOR CO YONKERS, NY 10701	ELEVATOR MAINTENANCE	S	B		N	N	05	483,000	363,694	74,436	6/6/2020	O	4/5/2025
4500321367	NORTH AMERICAN VAN LINES INC FORT WAYNE, IN 46802	MOVING AND STORAGE RELOCATION SERVICES	S	B		N	N	03	275,000	227,502	14,046	7/1/2020	O	6/30/2025
4500321369	ARNOFF MOVING AND STORAGE INC POUGHKEEPSIE, NY 12603	MOVING AND STORAGE RELOCATION SERVICES	S	B		N	N	03	75,000	9,642	0	7/1/2020	O	6/30/2025
4500322243	NIAGARA UNIVERSITY NIAGARA UNIVERSITY, NY 14109	UNIVERSITY GROUNDS MAINTENANCE AGREEMENT	S	2	8	N	N	01	466,500	466,500	99,000	6/1/2020	O	5/31/2025
4500322396	KINSLEY POWER SYSTEMS KINSLEY GROUP INC KINSLEY GROUP INC EAST GRANBY, CT 06026	GENERATOR LOAD BANK MAINTENANCE	S	B		F	N	01	500,000	60,339	4,875	8/10/2020	O	8/9/2025
4500323001	SMIT TRANSFORMATOREN BV DBA FOR ROYAL SMIT TRANSFORMERS BV DBA FOR ROYAL SMIT TRANSFORMERS BV NIJMEGEN 02 NETHERLANDS	AUTOTRANSFORMERS	E	B		F	N	05	13,526,120	12,932,557	1,693,083	9/1/2020	O	12/31/2026
4500323110	CROWN CASTLE INTERNATIONAL CORP CROWN CASTLE FIBER LLC CROWN CASTLE FIBER LLC BOXBOROUGH, MA 01719	COMMUNICATIONS BACKBONE	T	B		F	N	01	1,243,945	565,670	32,500	8/18/2020	O	8/17/2040
4500323388	WILLIAMS SCOTSMAN INC WILLSCOT MOBILE MINI WILLSCOT MOBILE MINI EAST SYRACUSE, NY 13057	TRAILER RENTAL	E	B		N	N	01	144,046	130,081	11,184	9/1/2020	O	12/28/2025
4500324438	OVE ARUP AND PARTNERS PC NEW YORK, NY 10005	CANAL PEDESTRIAN BRIDGE	A	B		N	N	10	1,755,956	1,696,319	82,122	10/1/2020	O	9/30/2025
4500324935	NEUROLEADERSHIP INSTITUTE INC NEW YORK, NY 10022	LICENSE - VIDEO TRAINING	E	2	8	N	N	01	754,885	674,885	22,635	10/19/2020	O	12/31/2025
4500325021	NEW YORK STATE THRUWAY AUTHORITY ALBANY, NY 12209	DARK FIBER	T	2	9	N	N	01	11,103,524	1,763,767	153,619	1/1/2021	O	12/31/2040

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O \ C	END DATE
4500325779	AIRLINE HYDRAULICS CORP BENSALEM, PA 19020	HYDRO-TURBINE OIL LUBRICATION SYSTEMS	E	B		F	N	02	2,853,006	871,428	28	11/10/2020	O	12/31/2025
4500325937	PROBITAS TECHNOLOGY INC HARRISBURG, PA 17102	WEATHER STATIONS	E	B		F	04	04	87,595	87,595	0	11/17/2020	O	11/17/2025
4500326055	GOGO BUSINESS AVIATION BROOMFIELD, CO 80021	UPGRADE FOR CORPORATE AIRPLANE WIFI	T	2	9	N	N	01	190,200	165,292	68,075	11/19/2020	C	12/31/2024
4500326376	CLARKSON UNIVERSITY POTSDAM, NY 13699	ICE JAM MODELING	A	2	3	N	N	01	707,143	491,487	79,628	12/2/2020	C	12/31/2024
4500326590	FIRST ENVIRONMENT INC BUTLER, NJ 07405	CLIMATE REGISTRY VERIFICATION	P	2	8	N	02	01	20,136	20,136	0	12/9/2020	C	8/6/2024
4500326968	HOHL INDUSTRIAL SERVICES INC TONAWANDA, NY 14150	INSTALLATION OF POSITIVE RESTRAINT BARRIER	C	B		N	N	02	8,743,501	8,584,135	80,974	12/29/2020	O	12/31/2028
4500327108	HITACHI ENERGY USA INC RALEIGH, NC 27606	ISO PHASE BUS DUCTS	E	B		F	N	02	1,620,066	1,547,159	0	12/29/2020	C	6/24/2024
4500327128	HITACHI ENERGY USA INC RALEIGH, NC 27606	CIRCUIT BREAKERS	E	B		F	N	01	3,119,637	2,818,899	0	12/30/2020	C	12/30/2024
4500327702	CROWN CASTLE INTERNATIONAL CORP CROWN CASTLE FIBER LLC CROWN CASTLE FIBER LLC BOXBOROUGH, MA 01719	COMMUNICATION BACKBONE DARK FIBER	T	B		F	N	02	338,000	141,258	13,000	1/27/2021	O	1/26/2041
4500328043	CON TECH BUILDING SYSTEMS INC GOUVERNEUR, NY 13642	WATER TANK REPLACEMENT	C	B		N	N	02	5,437,592	5,253,051	0	2/1/2021	C	12/30/2024
4500328156	SHOP ARCHITECTS LLP NEW YORK, NY 10279	ARCHITECT DESIGN SERVICES	P	C	9	N	N	03	427,167	386,710	54,948	10/5/2020	O	10/4/2025
4500328566	OAK RIDGE HAULING LLC DANBURY, CT 06810	WASTE DISPOSAL	S	B		F	N	01	100,000	64,899	17,645	3/1/2021	O	2/28/2025
4500328625	USA LAMP AND BALLAST RECYCLING INC D/B/A CLEANLITES RECYCLING INC D/B/A CLEANLITES RECYCLING INC MASON, MI 48854	SOLAR PANEL TRANSPORTATION AND RECYCLING SERVICES	S	B		F	N	01	255,000	4,117	0	3/1/2021	C	2/28/2024
4500329260	LIVESAFE INC ARLINGTON, VA 22209	LIVESAFE TO PROVIDE HOSTING SERVICES	E	2	8	F	N	01	146,612	144,612	0	2/6/2021	C	2/5/2024
4500329438	ARTICULATE GLOBAL INC NEW YORK, NY 10001	SOFTWARE - ARTICULATE 360	E	1	6	N	N	01	22,028	22,028	0	4/3/2021	C	4/2/2024
4500329626	SAP AMERICA INC PHILADELPHIA, PA 19182	SOFTWARE - SAP ANALYTICS CLOUD	I	B		N	N	15	1,870,520	1,467,542	403,185	3/18/2021	O	12/31/2025
4500329644	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT BATAVIA, NY 14020	PARTS AND MATERIAL FOR MARINE VESSELS	E	1	8	F	N	01	150,000	107,250	5,436	3/22/2021	O	12/31/2025
4500329798	J AND J EQUIPMENT LLC BREWERTON, NY 13029	STREET SWEEPER	E	B	5	N	N	01	38,600	28,350	9,450	5/2/2022	O	5/31/2025
4500329925	KONECRANES INC HENRIETTA, NY 14467	MODERNIZE OVERHAUL OF 80 20 TON CRANE	E	B		F	N	02	1,089,500	589,196	0	10/14/2022	O	6/2/2025
4500330045	HITACHI ENERGY USA INC RALEIGH, NC 27606	SERVICE CONTROL AND RELAY UPGRADE	C	B		F	N	02	9,815,743	9,457,496	3,688,823	3/31/2021	C	3/29/2024
4500330075	THE FRIENDS OF THE ROBERT MOSES STATE PARK NATURE CENTER INC STATE PARK NATURE CENTER INC MASSENA, NY 13662	NICANDRI NATURE CENTER OPERATIONS AND MAINTENANCE	S	B		N	N	01	2,257,922	1,673,410	457,486	4/1/2021	O	3/31/2026
4500330387	RDG + PARTNERS CPAS PPLC ROCHESTER, NY 14607	401K AND 457 PLAN AUDIT	P	B		N	N	07	125,000	96,000	83,000	1/1/2021	O	12/31/2025
4500330998	HARVARD MAINTENANCE INC MIAMI, FL 33131	DOOR REPAIR AND MAINTENANCE SERVICES	S	B		N	N	03	100,000	40,793	6,735	5/3/2021	O	5/2/2026
4500331178	FEDRESULTS INC RESTON, VA 20191	SOFTWARE - ALTERYX	I	B		N	N	05	154,139	154,137	0	4/30/2021	O	5/3/2026
4500331233	POPPULO INC NEWSWEAVER INC NEWSWEAVER INC WALTHAM, MA 02451	POPPULO INC. SUBSCRIPTION	E	2	8	N	N	01	130,900	106,900	0	4/1/2021	O	3/31/2026
4500331651	POWERTECH HYDRAULICS DIVISION OF RG INDUSTRIES INC DIVISION OF RG INDUSTRIES INC MAHWAH, NJ 07430	MANIFOLDS	E	B	5	F	N	01	7,190	0	0	5/13/2021	C	12/27/2024
4500332032	GEI CONSULTANTS INC PC WOBURN, MA 01801	FERC PART 12 INSPECTION	P	B		N	N	07	585,813	187,586	89,855	5/25/2021	O	5/31/2026
4500332074	SAP AMERICA INC PHILADELPHIA, PA 19182	SOFTWARE - SAP KRONOS	I	B		N	N	06	1,828,268	1,036,961	0	5/26/2021	O	5/30/2026
4500332122	T Y LIN INTERNATIONAL ENGINEERING AND ARCHITECTURE PC & ARCHITECTURE PC ROCHESTER, NY 14604	WATERCOURSE SERVICES	P	B		N	N	15	2,138,267	1,811,171	33,683	6/1/2021	C	6/1/2024
4500332520	FLOW SCIENCE INC SANTA FE, NM 87505	MAINTENANCE - FLOW 3D	E	1	8	N	N	01	137,700	137,700	22,400	8/1/2021	C	7/31/2024
4500332615	DAVIS-ULMER SPRINKLER CO INC GRUNAU FIRE PROTECTION GRUNAU FIRE PROTECTION YOUNGSTOWN, OH 44514	FIRE EXTINGUISHING REFILL REPLACEMENT	E	B		N	N	01	1,584,810	1,577,310	693,185	6/14/2021	C	12/31/2024
4500332882	SMIT TRANSFORMATOREN BV DBA FOR ROYAL SMIT TRANSFORMERS BV DBA FOR ROYAL SMIT TRANSFORMERS BV NIJMEGEN 02 NETHERLANDS	FD AUTOTRANSFORMERS (AT3 AND AT5)	E	B		F	N	05	10,802,385	9,461,873	3,716,859	6/24/2021	O	6/23/2025
4500333391 OGS-PC68526	ALTEC INDUSTRIES INC BIRMINGHAM, AL 35246	TA60 ARIAL BUCKET ON FREIGHTLINER M2-106	E	B	7	N	N	01			288,252		C	
4500333904	LOADSPRING SOLUTIONS INC BURLINGTON, MA 01803	SOFTWARE - ESTIMATION AND PLANNING TOOL	E	B		F	N	05	1,031,940	1,031,940	0	7/31/2021	O	12/30/2025
4500333953 OGS-PT68860	SIEMENS INDUSTRY INC AMHERST, NY 14228	HVAC CONTROLS INSTALLATION	S	B	7	N	N	01			4,064		C	
4500333988	NARCHITECTS PLLC BROOKLYN, NY 11201	LANDSCAPING PLANNING AND ENGINEERING SERVICES	S	B		N	07	05	1,950,996	1,442,996	295,984	8/3/2021	O	8/2/2026
4500334218	RED RIVER TECHNOLOGY LLC CLAREMONT, NH 03743	WI-FI SURVEY AND DESIGN SERIVCES	P	B		N	N	08	411,274	330,430	0	8/3/2021	C	7/31/2024
4500334577	PENNZOIL-QUAKER STATE COMPANY SOPUS PRODUCTS SOPUS PRODUCTS HOUSTON, TX 77210	TURBINE OIL AND EH FLUID UPGRADE TO PAG FLUID	E	B		F	N	01	626,803	571,277	0	8/16/2021	C	12/5/2024
4500334607	WALLACE ROBERTS AND TODD LLC WRT WRT PHILADELPHIA, PA 19109	ARCHITECTURE AND ENGINEERING SERVICES	P	B		F	N	05	2,567,974	1,560,978	416,818	9/20/2021	O	9/19/2026

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500334624	DEVELOPMENT AUTHORITY OF THE NORTH COUNTRY NORTH COUNTRY WATERTOWN, NY 13601	DARK FIBER	T	B		N	N	02	3,980,809	1,049,752	0	9/3/2021	O	9/2/2041
4500334802	ARROSOFT SOLUTIONS LLC MIDDLESEX, NJ 08846	ARROSOFT AIRGAP FOR COMMVAULT D	E	2	8	F	04	01	157,920	157,920	0	8/21/2021	C	8/20/2024
4500334862	JOHN W DANFORTH CO TONAWANDA, NY 14150	HVAC UPGRADE DESIGN BUILD	C	B		N	N	02	2,055,930	1,635,856	1,171,760	10/1/2021	O	9/30/2025
4500334884	O'CONNELL ELECTRIC CO VICTOR, NY 14564	MASSENA SUBSTATION 765KV BREAKER REPLACEMENT PROJECT	C	B		N	N	02	21,214,236	13,363,657	2,970,240	8/25/2021	O	8/24/2026
4500334913 OGS-PS8202	DELL MARKETING LP C/O DELL USA LP C/O DELL USA LP ROUND ROCK, TX 78682	SOFTWARE - MICROSOFT	I	B	7	F	N	01			3,218,187		C	
4500335080	MELTWATER NEWS US INC SAN FRANCISCO, CA 94104	MELTWATER SERVICES	E	2	8	F	N	01	176,600	176,600	0	9/1/2021	C	2/9/2024
4500335838	GOMEZ AND SULLIVAN ENGINEERS DPC NEW HARTFORD, NY 13413	LONG SAULT DAM SAFETY RECOMMENDATION	A	2	8	N	N	01	227,867	189,294	150,028	9/22/2021	O	12/31/2025
4500336257	TEREX USA LLC NORWALK, CT 06850	FORD F150 TEREX LT40 AERIAL WITH HYBRID	E	B		N	N	03	202,806	202,806	202,806	10/4/2021	C	8/9/2024
4500336370	DUMAIS CONSULTING LLC WATERFORD, VA 20197	TRANSMISSION FORMULA	P	2	9	F	N	01	846,100	436,800	221,900	10/6/2021	O	12/6/2025
4500336615	PYOTT-BOONE ELECTRONICS PBE GROUP PBE GROUP NORTH TAZEWELL, VA 24630	RADIO COMMUNICATION SYSTEM ENHANCEMENT	C	C		F	N	02	1,583,740	1,583,740	16,880	10/20/2021	C	10/19/2024
4500336760	TESSELLATE STUDIO DBA FOR TESSELLATE LLC DBA FOR TESSELLATE LLC NEW YORK, NY 10001	VAN REFURBISHMENT	E	2	8	N	03	01	92,961	70,943	1,200	10/22/2021	O	12/31/2025
4500336903	SMIT TRANSFORMATOREN BV DBA FOR ROYAL SMIT TRANSFORMERS BV DBA FOR ROYAL SMIT TRANSFORMERS BV NIJMEGEN 02 NETHERLANDS	FURNISH AND DELIVER AUTOTRANSFORMER AND SHUNT REACTORS	E	B		F	N	02	6,905,433	6,905,433	1,681,176	10/8/2021	C	6/30/2024
4500337673	DYNAMIC US INC PURCHASE, NY 10577	EMERGENCY GENERATOR FUEL SYSTEM UPGRADE	C	B		N	N	02	3,584,000	0	0	12/1/2021	C	11/30/2024
4500338077	LABELLA ASSOCIATES D P C ROCHESTER, NY 14614	VISITOR CENTER UPGRADE	P	B		N	N	06	782,796	519,581	34,189	11/30/2021	O	1/31/2026
4500338851	SABRE INDUSTRIES INC ALVARADO, TX 76009	SMART PATH CONNECT PROJECT 2544: STEEL POLE STRUCTURES AND ANCHOR BOLT CAGES	E	B		F	N	05	78,777,682	78,081,721	34,217,473	12/24/2021	O	12/31/2026
4500338934	EATON CORP C/O HASGO POWER EQUIPMENT SALES INC C/O HASGO POWER EQUIPMENT SALES INC WARRENDALE, PA 15086	SWITCHYARD EQUIPMENT UPGRADE	E	B		F	N	02	1,591,091	56,413	22,850	1/26/2022	O	6/30/2025
4500339026	ABB INC CARY, NC 27511	CIRCUIT BREAKER REPAIR	E	1	5	F	N	01	100,702	100,702	47,760	1/4/2022	C	3/12/2024
4500339788	PLANK LLC SCHENECTADY, NY 12305	TRAINING AND EOC CENTER	C	B		N	N	03	2,114,311	2,107,862	487,812	2/1/2022	C	7/31/2024
4500340121	VIRSIG LLC PORT WASHINGTON, NY 11050	LIVE VIEW EQUIPMENT AND SERVICES	E	2	8	F	11	01	337,984	337,984	0	2/28/2022	O	2/27/2025
4500340196 OGS-PC69484	NOCO ENERGY CORP TONAWANDA, NY 14150	FUEL	E	B	7	N	N	01			34,786		C	
4500340197 OGS-PC69517	KURK FUEL OIL CO DBA FOR GOETZ ENERGY CORP DBA FOR GOETZ ENERGY CORP BUFFALO, NY 14217	FUEL	E	B	7	N	N	01			63,412		C	
4500340358	CITYSIDE ARCHIVES LTD EDISON, NJ 08817	RECORDS RETENTION SERVICES	S	B		F	N	01	500,000	229,770	95,713	3/1/2022	O	2/28/2027
4500341008	ARCADIS OF NEW YORK INC DBA MALCOLM PIRNIE INC DBA MALCOLM PIRNIE INC HIGHLANDS RANCH, CO 80129	CLEAN ENERGY MASTER PLAN	S	B		N	N	11	1,825,000	1,711,900	564,900	3/18/2022	O	3/31/2026
4500341085	BENTLY NEVADA LLC BAKER HUGHES HOLDINGS LLC BAKER HUGHES HOLDINGS LLC MINDEN, NV 89423	MODULES	E	B	5	F	N	02	9,076	9,086	9,086	3/3/2022	C	9/11/2024
4500341124	EATON CORPORATION CLIFTON PARK, NY 12065	RM SUBSTATION TIE BUS ISOLATION	C	C		F	N	01	3,896,389	3,896,389	0	3/4/2022	C	3/3/2024
4500341137	ELECNOR HAWKEYE LLC HAUPPAUGE, NY 11788	Y49 HPFF CABLE RECONDUCTORING EPC PROJECT	C	C		N	N	04	37,038,850	34,136,123	2,411,385	1/11/2022	C	1/10/2024
4500341385	VOITH HYDRO INC YORK, PA 17408	GENERATOR CONTROL SYSTEM OBSOLESCENCE PROJECT- SAM REPLACEMENT	E	2	8	F	N	01	404,624	301,466	98,171	3/11/2022	O	6/30/2025
4500341432	ALLEGIANCE TRUCKS LLC FRMLY STADIUM INTERNATIONAL TRUCKS FRMLY STADIUM INTERNATIONAL TRUCKS LIVERPOOL, NY 13088	20 TON CAPACITY TRUCK WITH ROLLBACK STYLE BODY	E	B		N	N	01	219,704	219,704	219,704	3/14/2022	C	4/5/2024
4500342125	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	TRANSMITTERS	E	B	5	F	N	04	9,052	9,175	0	4/2/2022	O	9/30/2029
4500342317	UNITED NEIGHBORHOOD HOUSES OF NEW YORK INC NEW YORK INC NEW YORK, NY 10006	SCHOLARSHIP AND ADMINISTRATION	S	B		N	N	05	115,000	115,000	57,500	4/8/2022	O	4/7/2025
4500342434	THE EAGLE ACADEMY FOUNDATION INC NEW YORK, NY 10027	EJ FUTURE ENERGY LEADER SCHOLARSHIP PROGRAM	S	B		N	N	05	103,500	103,500	57,500	5/4/2022	O	5/3/2025
4500342437	NEW YORK URBAN LEAGUE INC NEW YORK, NY 10030	EJ FUTURE ENERGY LEADER SCHOLARSHIP PROGRAM	S	B		N	N	05	126,500	92,000	57,500	5/4/2022	O	5/3/2025
4500342439	NATIONAL SOCIETY OF BLACK ENGINEERS ALEXANDRIA, VA 22314	EJ FUTURE ENERGY LEADER SCHOLARSHIP PROGRAM	S	C		N	N	05	115,000	92,000	57,500	4/14/2022	O	4/13/2025

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500342891	POLLOCK RESEARCH AND DESIGN DBA SIMMERS CRANE DESIGN AND DBA SIMMERS CRANE DESIGN AND SALEM, OH 44460	HOOK LIFTING DEVICES	E	B		F	N	02	1,424,195	1,421,625	375,319	5/17/2022	O	3/31/2026
4500343021	THUNDERCAT TECHNOLOGY LLC RESTON, VA 20190	SOFTWARE - VARONIS	E	2	8	F	02	01	341,264	154,573	0	4/30/2022	O	4/29/2025
4500343099	GENSLER ARCHITECTURE DESIGN INC SAN FRANCISCO, CA 94105	WORKPLACE AND REAL ESTATE REQUIREMENTS	P	2	8	F	N	01	300,000	158,323	3,660	5/4/2022	C	5/2/2024
4500343109	EDENRED COMMUTER BENEFIT SOLUTIONS LLC SOLUTIONS LLC WALTHAM, MA 02451	COMMUTER BENEFIT ADMINISTRATIVE SERVICES	S	B		F	N	01	50,000	12,214	6,311	7/1/2022	O	6/30/2027
4500343154	IBM CORPORATION ALBANY, NY 12203	SOFTWARE - INTEGRATION BUS SERVICES	I	1	6	N	N	01	91,476	60,984	0	5/1/2022	C	1/1/2024
4500343497	O'CONNELL ELECTRIC CO VICTOR, NY 14564	AUTOTRANSFORMER	C	B		N	N	02	8,109,161	7,851,722	1,261,388	5/27/2022	C	12/31/2024
4500343582	HITACHI ENERGY USA INC RALEIGH, NC 27606	SECURITY UPDATE MANAGEMENT SERVICES	E	1	8	N	N	01	748,000	460,000	140,000	5/18/2022	O	5/17/2027
4500343704	PLANVIEW DELAWARE LLC AUSTIN, TX 78759	SOFTWARE - PROJECT PORTFOLIO MANAGEMENT SYSTEM	I	1	8	F	N	01	173,497	84,633	0	6/30/2022	C	6/29/2024
4500343735	SCHICHTEL'S NURSERY INC SPRINGVILLE, NY 14141	PROVIDE NATIVE TREE SPECIES STATEWIDE	S	B		N	N	01	500,000	345,920	145,351	5/24/2022	O	5/31/2027
4500343777	MARSH USA INC NEW YORK, NY 10036	CAPTIVE INSURANCE	P	B		N	N	03	800,000	30,000	0	5/24/2022	O	5/23/2027
4500344859	TK ELEVATOR CORPORATION FKA THYSSENKRUPP ELEVATOR CORP FKA THYSSENKRUPP ELEVATOR CORP ATLANTA, GA 30339	LSD ELEVATOR REFURBISHMENT	S	B		N	N	02	568,800	448,964	178,784	9/16/2024	O	9/15/2025
4500345048	PLUGSHARE LLC EVGO OPCO LLC EVGO OPCO LLC EL SEGUNDO, CA 90245	SOFTWARE - PLUGSHARE	I	2	5	F	N	01	22,500	22,500	7,500	7/1/2022	O	6/30/2025
4500346002	VAISALA INC LOUISVILLE, CO 80027	METEOROLOGY SENSOR STATIONS	E	1	5	F	N	01	14,951	14,301	0	8/9/2022	C	6/30/2024
4500346017 OGS-PC69682	GRASSLAND EQUIPMENT AND IRRIGATION CORP IRRIGATION CORP LATHAM, NY 12110	ROTARY MOWER	E	B	7	F	N	01			69,727		C	
4500346051	GRACON LLC LAFAYETTE, CO 80026	4 NEW RUNNER BAND DRAIN VALVES	E	B		F	N	01	1,060,960	1,060,960	530,480	8/10/2022	C	9/17/2024
4500346193	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	MAINTENANCE - HP	S	2	6	N	04	01	20,901	20,901	0	10/1/2022	O	9/30/2032
4500346220	OQUAWKA BOATS AND FABRICATIONS INC OQUAWKA, IL 61469	BOATS AND TRAILERS	E	B		N	N	01	229,170	229,170	229,170	8/16/2022	C	6/7/2024
4500346393	TRENCH LTD SCARBOROUGH ON CANADA	FURNISH AND DELIVERY OF CURRENT LIMITING REACTORS	E	B		F	N	02	2,116,790	2,115,990	2,115,990	9/19/2022	O	12/31/2025
4500346672	GE GRID SOLUTIONS LLC GE GRID SOLUTIONS (US) LLC GE GRID SOLUTIONS (US) LLC CHARLEROI, PA 15022	765KV DISCONNECT SWITCH	E	B		F	N	03	199,500	199,500	199,500	8/31/2022	C	2/1/2024
4500346711	K AND A ENGINEERING CONSULTING PC WHITE PLAINS, NY 10601	ENGINEERING PROCUREMENT AND CONSTRUCTION OF FIBER CABLES	C	B		N	04	01	200,447	45,324	0	9/13/2022	C	9/11/2024
4500346737 OGS-PC68526	ALTEC INDUSTRIES INC BIRMINGHAM, AL 35246	BUCKET TRUCKS	E	B	7	N	N	01			0		O	
4500347366	FRANK D RIGGIO CO INC DBA RIGGIO VALVE DBA RIGGIO VALVE BAYONNE, NJ 07002	VALMET KITS	E	B	5	F	N	01	32,503	32,503	32,503	9/20/2022	C	2/21/2024
4500347727	HITACHI ENERGY USA INC RALEIGH, NC 27606	CERAMIC SUPPORT	E	B	5	F	N	01	39,062	39,062	37,922	9/29/2022	C	3/5/2024
4500347747	AAI ACQUISITION LLC DBA AAI-A POWER-FLO TECHNOLOGIES CO DBA AAI-A POWER-FLO TECHNOLOGIES CO AUBURN, NY 13021	HOTSTICK MATERIALS	E	B	5	N	N	03	10,407	10,456	1,968	9/29/2022	C	6/21/2024
4500347774	PRECISELY SOFTWARE INCORPORATED BURLINGTON, MA 01803	SOFTWARE - WINSHUTTLE	E	1	8	N	N	01	372,707	208,400	62,300	9/30/2022	O	9/29/2027
4500347974	PROTON ENERGY SYSTEMS INC PROTON ONSITE PROTON ONSITE WALLINGFORD, CT 06492	MAINTENANCE KIT	E	B	5	F	N	01	16,335	5,465	0	10/6/2022	O	2/14/2025
4500348025	SALARY.COM LLC WALTHAM, MA 02451	COMPENSATION SURVEY	E	B		F	N	02	200,000	84,024	28,008	11/1/2022	O	10/31/2027
4500348036	ENABLON NORTH AMERICA CORP CHICAGO, IL 60606	SUBSCRIPTION - ENABLON	I	B		F	N	07	2,908,080	921,719	0	11/1/2022	O	10/31/2028
4500348037	THREETECH ELECTRIC INC MIDDLE VILLAGE, NY 11379	NYC LIGHTING UPGARDE PROJECT - CENTRAL PARK ZOO	C	B		N	04	04	285,330	224,370	151,980	4/1/2023	C	3/31/2024
4500348126	ROCKWELL COLLINS INC AND SUBSIDIARIES SUBSIDIARIES CEDAR RAPIDS, IA 52498	THE FUSION INTEGRATED FLIGHT DECK NAVIGATION DATABASE	E	1	8	F	N	01	30,460	30,460	9,980	10/11/2022	O	11/30/2025
4500348632	RIZING LLC STAMFORD, CT 06902	MAINTENANCE - SUCCESSFACTORS	P	2	8	F	N	01	123,000	123,000	71,750	10/29/2022	C	12/31/2024
4500348907	NIELSEN FORD OF MORRISTOWN INC MORRISTOWN, NJ 07960	(3) F250 PICK UPS	E	B		N	N	02	196,658	196,658	131,832	11/3/2022	C	2/22/2024
4500348972	KINSLEY POWER SYSTEMS KINSLEY GROUP INC KINSLEY GROUP INC EAST GRANBY, CT 06026	FURNISH AND DELIVER EMERGENCY DIESEL GENERATORS	E	B		F	N	02	475,065	474,235	474,235	11/8/2022	O	12/31/2025
4500349157	PAGE SOUTHERLAND PAGE ARCHITECTS PC HOUSTON, TX 77002	ZEN DESIGN AGILE LAB	P	2	8	N	N	01	389,024	357,012	45,072	11/10/2022	C	12/31/2024
4500349446	PROTON ENERGY SYSTEMS INC PROTON ONSITE PROTON ONSITE WALLINGFORD, CT 06492	MAINTANCE KITS	E	B	5	F	N	01	11,738	8,670	1,253	11/21/2022	O	3/14/2025

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500349467	OMNI CONTROL TECHNOLOGY INC WHITINSVILLE, MA 01588	PILOT BLUE POINT SWITCH HEATING SYSTEM FOR NYCT	E	2	8	F	N	01	108,059	104,059	5,400	11/16/2022	C	5/18/2024
4500349666	SPIDER A DIVISION OF SAFEWORKS LLC SAFEWORKS HOLDINGS INC SAFEWORKS HOLDINGS INC TUKWILA, WA 98188	LIFT PLATFORM	E	B	5	F	N	01	44,334	33,834	0	11/30/2022	C	6/6/2024
4500349846	HITACHI ENERGY USA INC RALEIGH, NC 27606	CAPACITOR ASSEMBLY	E	B	5	F	N	01	14,135	0	0	12/6/2022	C	8/20/2024
4500349924	POWER ADVOCATE INC BOSTON, MA 02111	SUBSCRIPTION - COST AND MARKET INTELLIGENCE	I	B		N	N	02	2,524,935	1,535,950	710,683	12/7/2022	O	12/6/2027
4500349942	HITACHI ENERGY USA INC RALEIGH, NC 27606	TRANSFORMER PARTS	E	B		F	N	02	393,990	0	0	12/8/2022	C	12/31/2024
4500350010 OGS-PT68873	TRANE U S INC TRANE TRANE LONG ISLAND CITY, NY 11101	HEATING VENTILATION AIR CONDITIONING (HVAC) SERVICE CONTRACT	S	B	7	N	N	01			26,693		C	
4500350080	CRANE-HOGAN STRUCTURAL SYSTEMS INC SPENCERPORT, NY 14559	CONSTRUCTION OF BROCKPORT BRIDGE	C	B		N	02	03	12,591,746	8,688,539	6,474,771	12/15/2022	O	12/14/2025
4500350261	ABB INC C/O GANDM SALES INC C/O G&M SALES INC CARY, NC 27511	BREAKER REPLACEMENT	E	B		F	N	02	1,402,925	889,192	683,739	12/22/2022	O	8/30/2025
4500350491	ASPEN INC SAN MATEO, CA 94401	MAINTENANCE - ASPEN	E	1	5	N	N	01	32,696	32,696	0	2/1/2023	O	1/31/2026
4500350533	J E SHEEHAN CONTRACTING CORP POTSDAM, NY 13676	ST LAWRENCE STABILIZATION OF SHORELINE	C	B		N	N	03	402,751	402,751	330,395	12/27/2022	C	12/27/2024
4500350538	CAREER ENGAGEMENT GROUP LLC FUEL50 FUEL50 LAGUNA NIGUEL, CA 92677	SOFTWARE - CAREER PATHING	I	B		F	N	05	585,000	351,000	117,000	12/31/2022	O	12/30/2027
4500350539	POWERTECH LABS INC SURREY BC CANADA	SOFTWARE - POWERTECH	I	1	8	N	N	01	83,503	83,503	0	10/15/2022	O	10/14/2025
4500350573	MATHWORKS INC NATICK, MA 01760	SOFTWARE - MATLAB	S	1	8	N	N	01	172,176	172,176	0	4/1/2023	C	3/31/2024
4500350631	ADVENT SOFTWARE INC. SAN FRANCISCO, CA 94103	TREASURY INVESTMENT MANAGEMENT SOLUTION	E	B		F	N	03	3,911,705	1,441,848	872,773	12/30/2022	O	12/10/2027
4500350702	ACE ELEVATOR INSPECTION CORP N TONAWANDA, NY 14120	ELEVATOR ESCALATOR INSPECTIONS	S	C	5	N	N	01	6,050	6,050	0	3/10/2023	C	3/9/2024
4500350778	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	2	8	N	N	01	250,000	239,398	108,410	1/6/2023	C	11/20/2024
4500350928	BENEFIT COORDINATORS OF AMERICA LLC BENEFITSCAPE BENEFITSCAPE NATICK, MA 01760	ACA TAX REPORTING	P	B		N	N	04	177,000	32,886	32,886	4/1/2023	O	3/31/2028
4500351133	OPAL-RT TECHNOLOGIES INC MONTREAL QC CANADA	MAINTENANCE - OPAL-RTS	I	1	6	F	N	01	49,671	49,671	0	1/25/2023	O	1/25/2026
4500351222	VALVE INDUSTRIES INC WOODLAND PARK, NJ 07424	COMBINATION TRANSFORMER	E	C	5	F	N	01	35,719	35,719	35,719	1/19/2023	C	2/8/2024
4500351229	HITACHI ENERGY USA INC RALEIGH, NC 27606	VALVE PARTS	E	C	5	F	N	01	20,907	20,907	20,907	1/19/2023	C	1/19/2024
4500351324	VOITH HYDRO INC YORK, PA 17408	SPECIFICATION FOR TURBINE RUNNER STRAIN AND PRESSURE TESTING	A	B		F	N	03	1,364,597	1,316,048	20,677	2/1/2023	C	1/31/2024
4500351329	COOPERFRIEDMAN ELECTRIC SUPPLY CO INC CO INC CRANBURY, NJ 08512	BREAKER MCC 33	E	C	5	F	N	01	21,350	21,350	0	1/23/2023	C	12/26/2024
4500351344	JOHNSTON'S WATER LLC JOHNSTON'S H20 ZONE, LLC JOHNSTON'S H20 ZONE, LLC MASSENA, NY 13662	WATER	E	C	5	N	N	02	46,705	21,625	2,295	1/23/2023	C	1/22/2024
4500351355	CON TECH BUILDING SYSTEMS INC GOUVERNEUR, NY 13642	JW LSD FERC SAFETY INITIATIVE AT ST.LAWRENCE - FDR POWER PROJECTLONG SAULTY DAM	C	B		N	N	03	4,403,940	2,663,396	1,724,398	1/30/2023	O	6/30/2025
4500351370	FAMILY PEST SOLUTIONS LLC JACK JOHNSON JACK JOHNSON SCHENECTADY, NY 12306	PEST CONTROL EQUIPMENT AND SERVICES	E	2	5	N	N	01	8,000	7,550	1,600	1/24/2023	C	1/29/2024
4500351555	POWERSYS INC ROCHESTER HILLS, MI 48309	EMPT MAINTENANCE	E	1	5	N	N	01	22,626	22,626	0	1/30/2023	O	1/29/2026
4500351577	MAGNET FORENSICS USA INC HERNDON, VA 20171	SOFTWARE - MAGNET FORENSICS	I	C	5	F	N	03	38,770	38,770	0	2/1/2023	C	1/31/2024
4500351688	IKNOW LLC BERNARD L PALOWITCH JR BERNARD L PALOWITCH JR HUNTERSVILLE, NC 28078	SUBSCRIPTION - SEMAPHORE	I	2	8	F	N	01	50,016	50,016	0	1/30/2023	C	1/29/2024
4500351700	MEDIAMATION INC TORRANCE, CA 90505	WARRANTY AND SUPPORT SERVICES	S	2	5	F	N	01	12,895	12,895	0	3/24/2023	C	3/23/2024
4500351806	CURRY SUPPLY CO ALTOONA, PA 16601	PETERBUILT TRUCK	E	2	8	N	N	01	265,000	265,000	265,000	2/6/2023	C	5/2/2024
4500351821	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SUBSCRIPTION - POWELL TEAMS	I	2	8	F	03	01	52,400	52,400	0	1/29/2023	C	1/28/2024
4500351909	HADLEY EXHIBITS INC BUFFALO, NY 14207	POWER VISTA EXHIBIT STRUCTURE AND GRAPHIC MAINTENANCE	S	2	5	N	N	01	40,453	39,786	0	3/23/2023	C	3/15/2024
4500351947	EMERGENCY ONE ANDERSON MEDICAL PC ANDERSON MEDICAL PC KINGSTON, NY 12401	OCCUPATIONAL HEALTH SERVICES	P	B		N	04	01	2,204,980	841,680	438,105	2/8/2023	O	12/31/2026
4500351954	STARBOARD CONSULTING LLC LONGWOOD, FL 32779	CIMS MAXIMO END USER TRAIN	P	2	8	F	N	01	321,764	321,763	180,249	2/20/2023	C	2/19/2024
4500351955 OGS-PS69147	AUTOMOTIVE RENTALS INC HOLMAN HOLMAN MOUNT LAUREL, NJ 08054	OSHA FLEET INSPECTIONS	S	B	7	F	N	01			10,312		C	
4500351999	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	FIRE INSPECTIONS	S	C	5	N	N	02	10,280	9,072	0	5/15/2023	C	5/14/2024
4500352012	HEATEC INC CHATTANOOGA, TN 37407	CONTROL PANEL KIT	E	C	5	F	N	02	35,065	35,372	35,372	2/9/2023	C	9/5/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500352032	DD CUES LLC WEST POINT, NY 10996	THIRD PARTY RISK ASSESSMENT	P	2	8	N	02	01	300,000	39,507	39,507	2/15/2023	C	2/15/2024
4500352123	CED BALDWIN HALL CO PHILADELPHIA, PA 19178	ROCKWELL AB PRIORITY CONNECT SUPPORT	S	1	5	F	N	01	5,603	5,547	0	4/1/2023	C	3/31/2024
4500352218	THREETECH ELECTRIC INC MIDDLE VILLAGE, NY 11379	NYPD 71ST PRECINCT LIGHTING UPGRADE PROJECT	C	B		N	04	07	97,100	64,400	64,400	9/11/2023	C	5/30/2024
4500352319 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	SECURITY SYSTEM SUPPORT	S	B	7	N	N	01			0		C	
4500352331 OGS-PT68879	UNLIMITED TECHNOLOGY INC HERNDON, VA 20170	SECURITY MAINTENANCE SERVICES	S	B	7	N	N	01			499,196		C	
4500352332 OGS-PT68879	CONVERGINT TECHNOLOGIES LLC CHICAGO, IL 60678	SECURITY MAINTENANCE SERVICES	S	B	7	F	N	01			5,512		C	
4500352391	ASCO POWER SERVICES INC FLORHAM PARK, NJ 07932	ATS BPS TROUBLESHOOT AND REPAIR	S	1	5	F	N	01	22,752	20,512	9,736	4/19/2023	C	2/20/2024
4500352511	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	SOFTWARE - ARMORTEXT	I	2	5	F	03	01	35,700	35,700	0	3/25/2023	C	3/24/2024
4500352526 OGS-PC68526	ALTEC INDUSTRIES INC BIRMINGHAM, AL 35246	BUCKET TRUCK	E	B	7	N	N	01			0		O	
4500352532	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	SUBSCRIPTION - ADOBE SIGN	I	2	8	F	03	01	120,450	120,450	0	2/22/2023	C	2/21/2024
4500352533 OGS-PC68973SB	GLOBAL LEASE GROUP INC WALTHAM, MA 02451	3 YEAR LEASE PICK UPS	E	B	7	N	N	01			68,921		O	
4500352618	SAP AMERICA INC PHILADELPHIA, PA 19182	SOFTWARE - BLACKLINE AUTOMATION	E	1	8	F	N	01	394,069	267,047	135,691	11/25/2022	O	11/24/2025
4500352642	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	HIGH VOLTAGE GLOVE TESTING	E	C	5	N	N	01	13,500	8,468	3,456	3/1/2023	C	2/28/2024
4500352655 OGS-PT68860	SIEMENS INDUSTRY INC AMHERST, NY 14228	HVAC CONTORL SYSTEM SERVICES	S	B	7	N	N	01			7,600		C	
4500352807 OGS-PM68178	THUNDERCAT TECHNOLOGY LLC RESTON, VA 20190	SUBSCRIPTION - DOCUSIGN	I	B	7	N	02	05			843,552		O	
4500352884	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	SUBSCRIPTION - PASSWORD MANAGER	I	C	5	N	04	01	8,719	8,719	0	3/8/2023	C	3/8/2024
4500352896	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	EMERSON OVATION DEL LAB EQUIPMENTS	E	C	6	N	04	01	13,387	13,387	0	3/21/2023	C	3/19/2024
4500352904	CELL ELECTRIC SUPPLIES AND STORAGE LLC LLC BLOSSVALE, NY 13308	STOCK - FUSE HOLDERS	E	B		N	03	04	163,072	163,072	24,832	3/9/2023	C	3/22/2024
4500352979	PIPING AND CORROSION SPECIALTIES MILLERSVILLE, MD 21108	CATHODIC SYSTEM SURVEY	S	C	5	F	N	01	27,000	21,000	0	3/10/2023	C	3/9/2024
4500353015	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	SUBSCRIPTION - ACRONIS BACKUP AND MCAFEE ANTIVIRUS	I	B		N	04	09	59,966	59,966	0	3/13/2023	C	3/12/2024
4500353084 OGS-PS909AA	FILCO CARTING CORP BROOKLYN, NY 11207	WASTE DISPOSAL	S	B	7	N	N	01			2,421		C	
4500353110 OGS-PS937AA	WASTE MANAGEMENT OF NY-UTICA UTICA, NY 13501	WASTE DISPOSAL	S	B	7	N	N	01			6,556		C	
4500353122	BERGMANN ASSOC ARCHITECTS ENGINEERS LANDSCAPE ARCHITECTSANDSURVEYORS DPC LANDSCAPE ARCHITECTS&SURVEYORS DPC ROCHESTER, NY 14604	STL BURIED SEWER ASSESSMENT AND GIS MAPPING	A	B		N	N	01	990,983	913,930	161,120	3/16/2023	C	3/15/2024
4500353233	SYGNIA CONSULTING LTD TEL AVIV 01 ISRAEL	ZSCALER SECURITY REVIEW ASSESSMENT	R	2	8	F	N	01	67,500	67,500	0	4/10/2023	C	4/9/2024
4500353234	DIRECTOR'S DESK LLC NEW YORK, NY 10006	SOFTWARE - DIRECTORS DESK	S	1	6	F	N	01	27,651	27,651	0	1/31/2023	C	1/30/2024
4500353301	MAUREEN DATA SYSTEMS INC NEW YORK, NY 10018	SOFTWARE - NESSUS	I	C	5	N	N	02	10,795	10,795	0	3/21/2023	C	3/20/2024
4500353334	PETER J CATANZARO INC BROOKLYN, NY 11232	NYPD PBBN LED LIGHTING UPGRADE	C	B		N	N	05	73,715	71,211	71,211	4/1/2023	C	3/31/2024
4500353373	RTDS TECHNOLOGIES INC WINNIPEG MB CANADA	SOFTWARE - RTDS RSCAD	E	1	8	F	N	01	94,800	94,800	0	4/13/2023	O	4/12/2026
4500353374 OGS-PC68973	MODEL 1 COMMERCIAL VEHICLES INC CREATIVE BUS SALES INC CREATIVE BUS SALES INC INDIANAPOLIS, IN 46240	BEV VANS	E	B	7	N	N	03			84,452		C	
4500353375	NAYAK CORPORATION INC HAMILTON, NJ 08619	SOFTWARE - PSCAD	E	1	6	F	N	01	10,260	10,260	0	1/1/2023	O	12/31/2025
4500353403	PROMETEK INC QUEBEC CITY PQ CANADA	CORTEN STEEL	E	B		N	N	01	164,129	164,129	164,129	3/23/2023	C	1/17/2024
4500353444	CYBERGRX INC DENVER, CO 80202	SUBSCRIPTION - CYBERGRX	I	2	8	F	N	01	225,000	125,000	75,000	4/1/2023	O	3/30/2026
4500353465 OGS-PS909AA	FILCO CARTING CORP BROOKLYN, NY 11207	WASTE DISPOSAL	S	B	7	N	N	01			10,412		C	
4500353474	ARROSOFT SOLUTIONS LLC MIDDLESEX, NJ 08846	COMMVAULT ANNUAL MAINTENANCE	S	2	8	F	04	01	167,061	167,061	0	4/1/2023	C	3/31/2024
4500353475 OGS-PC67665	LEXISNEXIS RISK SOLUTIONS FL INC. ALPHARETTA, GA 30005	SUBSCRIPTION - ACCURINT SECURITY	S	B	7	F	N	01			3,600		C	
4500353476	VERTIV CORPORATION C/O RL KISTLER C/O RL KISTLER COLUMBUS, OH 43085	ANNUAL UNINTERRUPTIBLE POWER SYSTEM (UPS) POWER BATTERY SERVICES	E	1	5	F	N	01	25,150	25,150	0	6/15/2023	C	6/14/2024
4500353477	EXELE INFORMATION SYSTEMS INC EAST ROCHESTER, NY 14445	PI SYSTEM CONSULTING SERVICES	P	2	8	F	N	01	280,000	123,793	42,285	4/3/2023	O	3/31/2025
4500353553	MONROE TRACTOR AND IMPLEMENT CO INC N SYRACUSE, NY 13212	TRACTOR PARTS	E	C	5	N	03	01	5,563	5,563	0	3/28/2023	C	3/23/2024
4500353564	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	SAFETY FOOTWEAR	E	C	5	N	N	04	17,000	15,495	3,440	3/28/2023	C	6/4/2024
4500353566	HOFFMAN BOOTS INC KELLOGG, ID 83837	SAFETY FOOTWEAR	E	C	5	F	N	04	8,000	6,695	1,515	3/28/2023	C	6/4/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500353569	RED WING BUSINESS ADVANTAGE ACCOUNT DBA FOR MULTI SERVICE TECH SOLUTION DBA FOR MULTI SERVICE TECH SOLUTION DEPEW, NY 14043	SAFETY FOOTWEAR	E	C	5	N	N	04	20,020	17,543	2,880	3/28/2023	C	6/4/2024
4500353573	GAIL TALMADGE AMSTERDAM, NY 12010	CANALS EXCURSIONS PLEIN AIR ART CLASSES	S	B		N	N	38	11,657	11,310	0	3/29/2023	C	3/28/2024
4500353576	WAYSIDE NURSERY INC NIAGARA FALLS, NY 14304	PV POLLINATOR GARDEN MAINTENANCE	S	C	5	N	03	01	42,235	34,910	0	4/3/2023	C	4/2/2024
4500353632	CAPT. LJ -TOMBOY ADVENTURES LLC LYNDA J. FISHER LYNDA J. FISHER FAIRPORT, NY 14450	KAYAKING HISTORY TOURS	S	B		N	03	38	27,545	24,905	5,280	3/30/2023	C	3/29/2024
4500353652	AURORA SOLAR INC SAN FRANCISCO, CA 94108	SUBSCRIPTION - HELIOSCOPE	I	2	5	F	N	01	49,480	49,480	24,740	6/16/2023	C	6/15/2024
4500353661	DEDRONE HOLDINGS INC STERLING, VA 20166	DRONE DETECTION SYSTEM	S	2	8	N	N	01	60,000	60,000	0	3/30/2023	C	3/29/2024
4500353682 OGS-PC68973	DENOOYER CHEVROLET INC ALBANY, NY 12205	12 CHEVROLET SILVERADO EV TRUCKS	E	B	7	N	N	02			1,199,373		C	
4500353719	PALADINO CONCRETE CREATIONS CORP MOUNT VERNON, NY 10550	ON-CALL MASONRY SERVICES	S	2	8	N	03	01	100,000	38,622	38,622	6/1/2023	C	5/31/2024
4500353746	SAF-GARD SAFETY SHOE COMPANY GREENSBORO, NC 27407	SAFETY FOOTWEAR	E	C	5	N	N	04	20,000	19,583	6,053	4/3/2023	C	6/4/2024
4500353799	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	RELIEF VALVE	E	C	6	N	N	04	24,500	24,500	18,450	4/4/2023	C	4/10/2024
4500353819	MORRISONVILLE SEPTIC LLC CADYVILLE, NY 12918	EASTERN SUBS PORTA JON	E	C	5	N	N	01	5,280	5,280	2,200	4/4/2023	C	4/3/2024
4500353877	CDW COMPUTER CENTER INC CDW GOV'T SALES CDW GOV'T SALES VERNON HILLS, IL 60061	COMPUTER SERVER Z4	E	C	5	F	N	01	19,480	19,301	19,301	4/5/2023	C	7/31/2024
4500353882	TECHNICAL BUILDING SERVICES INC BALLSTON SPA, NY 12020	BUILDING AUTOMATION SYSTEM SERVICES	S	1	8	N	N	01	250,000	19,874	6,248	4/5/2023	O	4/5/2026
4500353902	PERRAS ENVIRONMENTAL CONTROL INC MASSENA, NY 13662	EEL LADDER PLATFORM REDESIGN	C	B		N	N	01	756,841	756,841	259,107	8/28/2023	C	8/27/2024
4500353916	ECO-CARE CORPORATION NEW YORK, NY 10001	MAINTENANCE AND SERVICE OF UVGI HVAC SYSTEM	S	B		N	N	01	350,000	66,810	34,060	4/15/2023	O	4/14/2028
4500353951	NATIONAL AUDUBON SOCIETY INC DBA MONTEZUMA AUDUBON CENTER DBA MONTEZUMA AUDUBON CENTER NEW YORK, NY 10014	MONTEZUMA AUDUBON CENTER SUMMER POLLINATOR HIKES	S	B		N	N	38	15,900	15,900	7,500	4/12/2023	C	4/11/2024
4500353981	SIRSI CORP DBA SIRSIDYNIX DBA SIRSIDYNIX LEHI, UT 84043	SUBSCRIPTION - SIRSIDYNIX LIBRARY	I	1	6	F	N	01	32,220	32,220	0	3/1/2023	C	2/28/2024
4500353993	BLACKHAWK DATA LLC NEW YORK, NY 10018	CROWDSTRIKE PROFESSIONAL SERVICES	P	2	8	N	03	01	66,522	66,522	0	4/10/2023	C	4/9/2024
4500354013	FOX FENCE INC NIAGARA FALLS, NY 14305	FENCE REPAIRS AND MAINTENANCE	S	C	5	N	N	01	37,926	37,926	28,527	4/30/2023	C	4/29/2024
4500354050	JOHN F. PAUL A KENNY CANAL SIDE ENTERPRISES LLC CANAL SIDE ENTERPRISES LLC WATERLOO, NY 13165	KAYAK EXCURSIONS AND BIRDING HISTORY AND WILDLIFE HIKES	S	B		N	N	38	22,679	17,615	5,360	5/3/2023	C	5/2/2024
4500354098	C AND S ENGINEERS INC SYRACUSE, NY 13212	EEL LADDER REDESIGN	A	1	5	N	N	01	45,748	42,062	21,825	4/11/2023	O	4/10/2025
4500354159	HUBBELL POWER SYSTEMS INC CENTRALIA, MO 65240	COMPRESSION DEADENDS	E	B		F	N	03	188,092	188,092	174,657	4/13/2023	C	1/24/2024
4500354160	EMERSON PROCESS MANAGEMENT POWER AND WATER SOLUTIONS INC & WATER SOLUTIONS INC FREEDOM, PA 15042	GOVERNOR PARTS	E	C	5	F	N	01	30,967	30,967	11,412	4/13/2023	C	2/26/2024
4500354180	ACCESS COMPLIANCE LLC LATHAM, NY 12110	ANNUAL PHYSICALS	P	2	5	N	03	01	27,728	27,780	11,242	4/13/2023	C	4/12/2024
4500354201	STUART C IRBY CO LIVERPOOL, NY 13088	AFLT 3222 COMEALONG GRIP 2.132"-2.162"	E	C	5	N	N	02	6,689	6,689	6,689	4/13/2023	C	3/7/2024
4500354227 OGS-PT68778	CONVERGINT TECHNOLOGIES LLC CHICAGO, IL 60678	ENTERPRISE PHYSICAL ACCESS CONTROL SYSTEM SOLUTION (PACS) SVS	P	B	7	F	N	04			0		C	
4500354280 OGS-PM20800	CDW COMPUTER CENTER INC CDW GOV'T SALES CDW GOV'T SALES VERNON HILLS, IL 60061	NETWORKING EQUIPMENT	E	B	7	F	N	01			0		O	
4500354303	JONES LANG LASALLE BROKERAGE INC CHICAGO, IL 60601	REAL ESTATE BROKERAGE CONSULTING SERVICES	P	B		F	N	05	4,200,000	1,106,559	1,106,559	4/20/2023	O	4/19/2026
4500354355	ERIE CANAL CRUISES INC HERKIMER, NY 13350	LAND TOUR OF THE LOCK	S	B		N	N	38	22,000	21,800	0	5/2/2023	C	5/1/2024
4500354371	ERIE CANAL BOAT COMPANY INC FAIRPORT, NY 14450	CANAL AND BIKE PATH ACCESSIBILITY DEMONSTRATIONS	S	B		N	N	38	19,400	13,827	0	5/2/2023	C	5/1/2024
4500354427 OGS-PT68787	DIGITAL SURVEILLANCE SOLUTIONS INC BUFFALO, NY 14225	SENECA ONE TOWER CAMERAS AND LABOR	S	B	7	F	N	01			0		C	
4500354458	CADIMENSIONS INC EAST SYRACUSE, NY 13057	SOFTWARE - SOLIDWORKS	I	2	5	F	N	01	7,260	7,260	0	5/1/2023	C	4/30/2024
4500354477	PARK PLACE TECHNOLOGIES LLC PPT HOLDINGS I LLC PPT HOLDINGS I LLC MAYFIELD HEIGHTS, OH 44124	ANNUAL MAINTENANCE-HITACHI LEGACY EUIPMENT	S	2	6	F	N	01	23,000	23,000	1,926	4/1/2023	C	3/31/2024
4500354478	PLANVIEW DELAWARE LLC AUSTIN, TX 78759	SOFTWARE - PROJECT PORTFOLIO MANAGEMENT SYSTEM	I	1	8	F	N	01	164,272	164,272	84,140	6/30/2023	O	6/29/2025
4500354536	DAVIS-ULMER SPRINKLER CO INC GRUNAU FIRE PROTECTION GRUNAU FIRE PROTECTION YOUNGSTOWN, OH 44514	LIFE SAFETY SYSTEMS INSPECTIONS 2023	S	B		N	N	01	49,210	26,700	16,680	4/25/2023	C	4/24/2024
4500354562	SKYWORKS LLC BUFFALO, NY 14206	BOOM LIFT	E	B		N	N	04	72,679	72,679	72,679	4/25/2023	C	10/24/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500354573	NEXUS GLOBAL BUSINESS SOLUTIONS INC WAKE FOREST, NC 27587	CFT JOB SAFETY CONSULTANT	P	2	8	N	N	01	250,000	211,325	0	4/25/2023	C	4/24/2024
4500354577	COMPLETE EQUIPMENT RENTALS LLC LAKEWOOD, NJ 08701	BOOM LIFTS	E	B		N	N	04	238,053	238,053	238,053	4/26/2023	C	7/1/2024
4500354641	WHEEL B HERD INC SLOW ROLL BUFFALO SLOW ROLL BUFFALO BUFFALO, NY 14215	JUNETEENTH AND QUEEN CITY JAZZ FEST RIDES	S	B		N	N	38	12,500	12,500	0	5/2/2023	C	5/1/2024
4500354654	TUNGSTEN AUTOMATION CORPORATION IRVINE, CA 92618	MAINTENANCE - READSOFT CUSTOMIZATION	S	1	6	F	N	01	17,983	17,983	0	5/1/2023	C	4/30/2024
4500354661	MOLEY MAGNETICS INC LOCKPORT, NY 14094	RM MOTOR REFURBISHMENT 2023	S	B		F	N	02	100,000	11,406	3,566	4/27/2023	C	4/26/2024
4500354676	TUNGSTEN AUTOMATION CORPORATION IRVINE, CA 92618	KOFAX PROCESS DIRECTOR CAPTURE RENEWAL	E	1	6	F	N	01	23,943	23,943	0	5/1/2023	C	4/30/2024
4500354734	CONTINENTAL RESOURCES INC BEDFORD, MA 01730	HEADEND CHASSIS	E	C	5	F	N	01	7,500	7,500	7,500	5/1/2023	C	6/18/2024
4500354765	ERIE CANAL MUSEUM SYRACUSE, NY 13202	MUSEUM GUIDED TOURS	S	B		N	N	38	10,479	9,108	0	5/3/2023	C	5/2/2024
4500354785	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	PORTABLE FIRE EXTINGUISHERS	E	B		N	N	03	17,619	13,211	5,762	5/30/2023	C	5/31/2024
4500354790	SCHOOLHOUSE CONSTRUCTION SERVICES LLC LLC DELHI, NY 13753	PROPERTY MANAGEMENT	C	2	8	N	N	01	190,000	190,000	57,968	5/2/2023	C	4/30/2024
4500354802	PROFESSIONAL FLIGHT MANAGEMENT INC CARY, NC 27513	PROFESSIONAL FLIGHT MANAGEMENT SERVICES	S	1	6	F	N	01	20,307	20,307	0	3/1/2023	C	2/28/2024
4500354813	STERICYCLE INC DBA SHRED-IT USA LLC DBA SHRED-IT USA LLC BANNOCKBURN, IL 60015	SECURE DOCUMENT DISPOSAL SERVICES	S	C	5	N	N	01	15,000	13,431	8,672	5/2/2023	C	5/1/2024
4500354836	AGAINST THE GRAIN OUTFITTERS LTD ORCHARD PARK, NY 14127	HISTORY AND NATURE KAYAK TOURS	S	B		N	N	38	7,680	0	0	5/4/2023	C	5/3/2024
4500354839	CORN HILL WATERFRONT AND NAVIGATION FOUNDATION FOUNDATION PITTSFORD, NY 14534	CANALS EXCURSIONS	S	B		N	N	38	17,290	17,290	0	5/16/2023	C	5/15/2024
4500354974	TUNGSTEN AUTOMATION CORPORATION IRVINE, CA 92618	AP INVOICE CONSULTING SERVICES	P	1	8	F	N	01	103,563	102,163	51,619	5/15/2023	C	5/14/2024
4500354989	STONY POINT ART STUDIO ROCHESTER, NY 14624	CANALS EXCURSIONS	S	B		N	N	38	23,842	20,270	7,324	5/11/2023	C	5/10/2024
4500354990	BUFFALO NIAGARA WATERKEEPER INC BUFFALO, NY 14203	CANALS EXCURSIONS	S	B		N	N	38	6,440	6,440	0	5/19/2023	C	5/18/2024
4500354995	OPEN SYSTEMS INTERNATIONAL INC MEDINA, MN 55340	ENERGY MANAGEMENT SYSTEM REPLACEMENT	E	B		F	N	02	6,120,822	2,331,985	1,004,212	5/8/2023	O	5/8/2026
4500355110	COLONIAL BELLE ERIE WATER DEVELOPMENT CORP ERIE WATER DEVELOPMENT CORP FAIRPORT, NY 14450	CANALS EXCURSIONS	S	B		N	N	38	20,000	15,940	0	5/11/2023	C	5/10/2024
4500355114 OGS-PM20800	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	MAINTENANCE - CISCO	E	B	7	F	N	03			644,136		O	
4500355136 OGS-PD67647	SHI INTERNATIONAL CORP SOMERSET, NJ 08873	MAINTENANCE - BRONZE NIPPER	I	B	7	F	N	01			0		C	
4500355188	HUDSON CROSSING PARK INC SCHUYLERVILLE, NY 12871	CANALS EXCURSIONS	S	B		N	N	38	7,000	7,000	0	5/17/2023	C	5/16/2024
4500355256	GE RENEWABLES US LLC GREENWOOD VILLAGE, CO 80111	STOCK SHEAR PIN	E	C	5	F	N	01	33,880	33,880	6,273	5/16/2023	C	1/9/2024
4500355261	WE360 LLC DOMINIQUE HOLLINS DOMINIQUE HOLLINS TRACY, CA 95376	OCRI - ERG ELEVATE PHASE II	P	2	8	F	N	01	105,000	104,125	27,625	5/23/2023	C	5/22/2024
4500355312	NIAGARA RIVER CRUISES INC GRAND ISLAND, NY 14072	CANALS EXCURSIONS	S	B		N	N	38	10,800	10,800	0	5/17/2023	C	5/16/2024
4500355339	KEYSIGHT TECHNOLOGIES INC SANTA ROSA, CA 95403	SOFTWARE - KEYSIGHT EXATA	S	1	6	F	N	01	23,600	23,600	0	7/10/2023	C	7/9/2024
4500355340	GE VERNOVA INTERNATIONAL LLC FKA GENERAL ELECTRIC INTERNATIONAL FKA GENERAL ELECTRIC INTERNATIONAL SCHENECTADY, NY 12345	GE MULTI AREA PRODUCTION SIMULATION (MAPS) MAINTENANCE	S	1	8	F	N	01	242,500	242,500	0	1/21/2023	C	1/20/2024
4500355370	INTERIOR SOLUTIONS OF WNY LLC BUFFALO, NY 14202	BATHROOM FIXTURES	E	2	5	N	03	01	16,490	15,235	1,588	5/18/2023	C	6/18/2024
4500355409	ABILITIES MOVEMENT INC FAIRPORT, NY 14450	CANALS EXCURSIONS	A	2		N	N	01	19,080	17,610	0	6/1/2023	C	5/31/2024
4500355434	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SUBSCRIPTION - DRAGOS	I	2	8	F	03	01	77,990	77,990	0	2/15/2023	C	6/28/2024
4500355436	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SUBSCRIPTION - DRAGOS	I	2	8	F	03	01	153,770	153,770	0	3/31/2023	C	6/28/2024
4500355438 OGS-PM20940	MYTHICS INC VIRGINIA BEACH, VA 23462	ORACLE PRIMAVER ANNUAL SUPPORT	S	B	7	F	N	01			185,956		C	
4500355447	INDUSTRIAL ELECTRICAL AND TECHNICAL SERVICES INC (IETS) TECHNICAL SERVICES INC (IETS) LIMA, NY 14485	TRANSFORMER PARTS	E	C	5	N	N	02	5,704	2,806	2,806	5/22/2023	O	5/27/2025
4500355500 OGS-PT68835SB	NATIONAL FIRE AND SAFETY SOLUTIONS INC SOLUTIONS INC BOHEMIA, NY 11716	ANNUAL AND SEMI-ANNUAL INSPECTIONS	S	B	7	F	N	01			0		O	
4500355527	LEICA GEOSYSTEMS INC NORCROSS, GA 30092	SUBSCRIPTION - LEICA CYCLONE REGISTER 360	I	1	6	F	N	01	6,960	6,960	0	5/30/2023	C	5/29/2024
4500355593	CAPTAIN JJ LLC FAIRPORT, NY 14450	CANALS EXCURSIONS	S	B		N	N	38	6,658	6,615	0	6/1/2023	C	5/31/2024
4500355597	COMET FLASHER INC BUFFALO, NY 14224	TRAFFIC CONTROL EQUIPMENT	E	C	5	N	N	01	28,412	28,412	27,016	5/25/2023	C	1/1/2024
4500355598	SENECA LAKE WATER RENTALS AND TOURS STIVERS SENECA MARINE INC STIVERS SENECA MARINE INC WATERLOO, NY 13165	CANALS EXCURSIONS	S	B		N	N	38	10,000	10,000	0	6/6/2023	C	6/5/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500355599	CEMTEK ENVIRONMENTAL INC CEMTEK KVB-ENERTEC CEMTEK KVB-ENERTEC SANTA ANA, CA 92707	HARDWARE AND SOFTWARE - CEMTEK	E	1	8	F	N	01	491,939	491,939	147,313	8/1/2022	O	7/31/2025
4500355713	SCRUFARI CONSTRUCTION COMPANY LLC NIAGARA FALLS, NY 14305	FIXED STAINLESS STEEL LADDER	E	B		N	N	01	65,000	65,000	65,000	5/30/2023	C	11/15/2024
4500355741	PAPERKITE CREATIVE LLC COOPERSTOWN, NY 13326	MARKETING SUPPORT SERVICES	P	2	8	N	09	01	97,500	96,726	43,562	5/22/2023	C	5/21/2024
4500355803	JOHN J. CECERI ADIRONDACK ULTRA CYCLING ADIRONDACK ULTRA CYCLING SCHUYLERVILLE, NY 12871	CANALS EXCURSIONS	S	B		N	N	38	11,962	11,962	2,150	6/2/2023	C	6/1/2024
4500355808	CHRISTIE DIGITAL SYSTEMS USA INC CYPRESS, CA 90630	CHRISTIE SERVICES AT THE NYEZ	S	2	5	N	N	01	8,851	8,851	8,851	6/1/2023	C	5/28/2024
4500355863	POWERGEM LLC CLIFTON PARK, NY 12065	SOFTWARE - TARA	I	1	8	N	N	01	78,075	78,075	0	6/1/2023	C	5/31/2024
4500355864	RBC LUBRON BEARING SYSTEMS INC ROLLER BEARING COMPANY OF AMERICA ROLLER BEARING COMPANY OF AMERICA SANTA FE SPRINGS, CA 90670	BUSHINGS	E	C	5	F	N	02	30,627	30,627	1,225	6/5/2023	C	4/1/2024
4500355867	THOMAS P KEHRER BETHEL, CT 06801	ADVISORY CONSULTING GASB 91 94 96	P	2	8	F	N	01	120,000	0	0	6/5/2023	C	6/4/2024
4500355961 OGS-PS921AA	DCB ELEVATOR CO INC LEWISTON, NY 14092	TECHNICIAN SUPPORT	S	B	7	N	09	01			3,600		O	
4500355984	BENTLY NEVADA LLC BAKER HUGHES HOLDINGS LLC BAKER HUGHES HOLDINGS LLC MINDEN, NV 89423	BENTLEY NEVADA STOCK PARTS	E	C	5	F	N	01	10,356	0	0	6/8/2023	O	3/30/2025
4500356002	VILLAGE OF BROCKPORT BROCKPORT, NY 14420	CANALS EXCURSIONS	S	B		N	N	38	19,185	17,847	17,847	6/16/2023	C	6/15/2024
4500356023	EILEEN K. WARD AND ASSOCIATES E K WARD AND ASSOCIATES E K WARD & ASSOCIATES WILLIAMSVILLE, NY 14221	DEI TRAINING SERVICES	P	2	8	N	07	01	72,600	0	0	6/14/2023	C	6/13/2024
4500356065	HAMBURG OVERHEAD DOOR INC HAMBURG, NY 14075	INSTALL TWO FIRE DOORS	C	C	5	N	N	01	17,385	17,385	17,385	6/12/2023	C	1/1/2024
4500356098	M TO-PROS DEVELOPMENT INC NEW YORK, NY 10018	PROPEL BASELINE SCHEDULING	A	2	5	N	07	01	42,000	42,000	0	6/12/2023	C	6/11/2024
4500356100	GLOW YOUNG MENS CHRISTIAN ASSOCIATION INC ASSOCIATION INC BATAVIA, NY 14020	ORLEANS COUNTY YMCA KAYAK AND BIKE EXCURSIONS	S	B		N	N	38	20,860	17,290	0	6/20/2023	C	6/19/2024
4500356105	MONROE TRACTOR AND IMPLEMENT CO INC N SYRACUSE, NY 13212	LOWBOY TRAILER	E	B		N	03	03	114,531	114,531	114,531	6/12/2023	C	1/10/2024
4500356158	JOHNSON CONTROLS INC EAST SYRACUSE, NY 13057	FIRE ALARM SYSTEM REPAIR	S	1	5	N	N	01	8,283	8,283	8,283	6/14/2023	C	3/21/2024
4500356167	MPREST INC WILMINGTON, DE 19810	MAINTENANCE AGREEMENT FOR TRANSFORMER COMMAND AND CONTROL SYSTEM	S	1	8	F	N	01	689,250	137,250	137,250	10/6/2023	O	11/7/2028
4500356282	ITRON INC LIBERTY LAKE, WA 99019	OPENWAY CENTRON	E	C	5	F	N	01	9,900	0	0	6/16/2023	O	3/7/2025
4500356288	GE VERNOVA INTERNATIONAL LLC FKA GENERAL ELECTRIC INTERNATIONAL FKA GENERAL ELECTRIC INTERNATIONAL ATLANTA, GA 30339	MAINTENANCE - GE MAPS	I	1	8	N	N	01	100,000	11,550	0	6/16/2023	C	6/15/2024
4500356320	TANGIBLE DEVELOPMENT LLC LATHAM, NY 12110	DEI CONFERENCE FACILITATION	P	2	8	N	07	01	11,000	11,000	0	6/20/2023	C	6/19/2024
4500356324	HELWIG CARBON PRODUCTS INC MILWAUKEE, WI 53224	PACKING RING SEGMENTS	E	C	6	F	N	03	43,945	43,945	43,945	6/21/2023	C	7/31/2024
4500356399 OGS-PS67930	MICROSOFT CORP TAMPA, FL 33607	MAINTENANCE - MICROSOFT	I	B	7	F	N	01			0		C	
4500356401	FUSION BABBITTING CO INC MILWAUKEE, WI 53219	REBABBIT BEARINGS	E	B		F	N	02	62,195	0	0	6/22/2023	O	2/7/2025
4500356432	AGAINST THE GRAIN OUTFITTERS LTD ORCHARD PARK, NY 14127	HISTORY AND NATURE KAYAK TOURS	S	B		N	N	38	9,520	9,520	0	7/11/2023	C	7/10/2024
4500356437	STUART C IRBY CO FULTON, NY 13069	CAPACITOR SINGLE PHASE 167 KVAR 825 VOLTS 60 HZ 110KV MFG:	E	B		N	N	03	60,012	60,121	60,121	6/23/2023	C	8/21/2024
4500356441	INTIVITY INC EAST ROCHESTER, NY 14445	SELF RETRACTING LANYARD	E	C	5	F	04	02	9,285	6,707	6,707	6/23/2023	C	5/24/2024
4500356489	SYN-TECH SYSTEMS INC TALLAHASSEE, FL 32314	MAINTENANCE - FUELMASTER	I	1	5	N	N	01	7,050	7,050	0	6/8/2023	C	6/7/2024
4500356525	JD POWER WESTLAKE VILLAGE, CA 91362	SUBSCRIPTION - JD POWER	I	2	8	N	N	01	288,000	171,000	124,500	8/1/2023	O	6/1/2026
4500356550	CIVIL AND ENVIRONMENTAL CONSULTANTS OF NEW YORK INC OF NEW YORK INC NORTH TONAWANDA, NY 14120	ZEBRA MUSSEL TESTING SERVICES	S	B	5	N	N	02	20,000	12,000	0	7/10/2023	C	7/9/2024
4500356565	DAVIS-ULMER SPRINKLER CO INC GRUNAU FIRE PROTECTION GRUNAU FIRE PROTECTION YOUNGSTOWN, OH 44514	OIL CABLE GREEN FIRE FOAM REPLACEMENT	S	B		N	N	01	156,800	156,800	156,800	6/28/2023	C	5/13/2024
4500356571	INTERIOR SOLUTIONS OF WNY LLC BUFFALO, NY 14202	PV KITCHEN CABINETS	E	2	5	N	03	01	11,095	11,095	0	6/28/2023	C	1/12/2024
4500356604	RELEVANT INDUSTRIAL LLC HOUSTON, TX 77073	FILTERS	E	C	5	F	N	01	11,456	11,456	11,456	6/29/2023	C	2/21/2024
4500356638	HYBRID INKS INC BROOKLYN, NY 11219	HP PLOTTER ANNUAL MAINTENANCE	S	2	6	N	N	01	15,038	15,038	15,038	5/1/2023	C	4/30/2024
4500356665	BUFFALO BIKE TOURS LLC BUFFALO, NY 14213	CANALS EXCURSIONS	S	B		N	N	38	12,900	12,900	0	7/18/2023	C	7/17/2024
4500356689	CRITICAL PATH INTEGRATORS LLC SYRACUSE, NY 13206	COMMUNITY ROOM AND CLASSROOM REFRESH	E	2	8	N	04	01	253,626	253,626	81,935	7/2/2023	C	2/24/2024
4500356690	ENTERPRISE TECHNOLOGY SOLUTIONS INC INC COLLEGE PARK, MD 20740	SUBSCRIPTION - ADOBE CREATIVE CLOUS	I	2	6	F	N	01	27,900	27,900	0	6/5/2023	C	6/4/2024

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500356708	HAYDAN CONSULTANTS INC ROSEDALE, NY 11422	PROGRAM PROJECT MANAGEMENT SERVICES - DOCUSIGN	P	2	8	N	04	01	343,950	324,378	221,328	8/1/2023	C	7/31/2024
4500356737	DESTINATION EXPEDITION LLC OSWEGO EXPEDITIONS OSWEGO EXPEDITIONS OSWEGO, NY 13126	CANALS EXCURSIONS	S	B		N	N	38	12,000	12,000	0	7/19/2023	C	7/18/2024
4500356842	HRST INC MINNETONKA, MN 55345	STEAM GENERATOR INSPECTION	S	C	5	F	N	02	45,100	27,600	0	7/11/2023	C	7/10/2024
4500356849	MERCURY GOVERNOR GROUP LLC NEW CUMBERLAND, PA 17070	REVERSE ENGINEERING OF THE PELTON IMO SCREW PUMP	A	C	5	F	N	01	18,000	0	0	7/9/2024	O	7/8/2025
4500356861	NEARMAP US INC SAN FRANCISCO, CA 94139	SUBSCRIPTION - NEARMAP MAPPING TOOL	I	1	5	N	N	01	11,250	11,250	0	7/7/2023	C	7/6/2024
4500356889 OGS-PM21070	LEAD DATA TECHNOLOGIES INC NANUET, NY 10954	MAINTENANCE - CHECK POINT	I	B	7	N	03	01			0		C	
4500356996	TRITON BUILDERS INC AMITYVILLE, NY 11701	FENCE MAINTENANCE	S	B		N	03	02	125,000	59,040	59,040	7/14/2023	C	8/16/2024
4500357114	POWER DELIVERY CONSULTANTS INC ESSEX, CT 06426	TRANSMISSION CABLE ASSESSMENT	A	2	8	N	04	01	100,000	440	440	8/2/2023	C	8/1/2024
4500357120	LDC CONSTRUCTION CO INC GRAND ISLAND, NY 14072	HABITAT IMPROVEMENT	C	B		N	N	01	794,000	755,000	755,000	12/18/2023	C	12/18/2024
4500357146	NIAGARA OUTFITTERS ELIZABETH DE SILVA ELIZABETH DE SILVA LEWISTON, NY 14092	E-BIKE EXCURSIONS	S	B		N	N	38	16,291	16,291	1,284	7/20/2023	C	7/19/2024
4500357242	VERITAS TECHNOLOGIES LLC VERITAS US INC VERITAS US INC SANTA CLARA, CA 95054	MAINTENANCE - VERITAS HUBSTOR	I	1	8	N	N	01	175,000	154,611	52,610	7/20/2023	O	4/30/2025
4500357246	ELECTRICAL CONSULTING ENGINEERS PC SCHENECTADY, NY 12303	TRANSMISSION CABLE ASSESSMENT	A	2	8	N	N	01	150,000	9,660	0	7/21/2023	C	7/20/2024
4500357247	STORMWIND LLC SCOTTSDALE, AZ 85255	STORMWIND TRAINING LICENSES	E	2	6	F	N	01	10,900	10,900	0	6/30/2023	O	1/1/2025
4500357291	BENTLY NEVADA LLC BAKER HUGHES HOLDINGS LLC BAKER HUGHES HOLDINGS LLC MINDEN, NV 89423	PG 6 VIBRATION ANALYSIS	S	2	5	F	N	01	34,000	13,238	6,460	7/25/2023	C	7/24/2024
4500357316	OPEN ASSESSMENT TECHNOLOGIES CORP SAN FRANCISCO, CA 94105	SUBSCRIPTION - ONLINE TESTING SERVICES	I	2	6	F	N	01	14,256	14,256	0	3/9/2023	C	3/8/2024
4500357345	SITECORE USA INC SAN FRANCISCO, CA 94111	MAINTENANCE - SITECORE	I	2	8	N	N	01	113,122	113,122	56,561	6/29/2023	O	6/28/2025
4500357388	ICHOR STRATEGIES LLC BROOKLYN, NY 11232	PEAK COALITION COMMUNITY RELATIONS	P	2	8	N	04	01	500,000	148,372	148,372	8/1/2023	C	7/31/2024
4500357413 OGS-PM20800	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	MAINTENANCE - CISCO DNAC AND COLLABORATION FLEX	I	B	7	F	N	03			138,691		O	
4500357414	USABLENET INC NEW YORK, NY 10003	SOFTWARE - USABLENET ASSISTIVE SERVICES	I	2	6	N	N	01	12,493	12,493	0	8/1/2023	C	7/31/2024
4500357433	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	TURBINE GUIDE BEARING	E	C	6	N	N	05	21,532	21,532	7,360	7/31/2023	C	12/13/2024
4500357467	SUE STEELE LANDSCAPE ARCHITECTURE PLLC PLLC FAIRPORT, NY 14450	PV GARDEN REDESIGN	A	C	5	N	03	02	20,882	20,882	17,132	7/31/2023	C	7/30/2024
4500357505	SCHINDLER ELEVATOR CORP MORRISTOWN, NJ 07960	SCHINDLER ELEVATOR SERVICE	S	2	5	N	N	01	10,000	8,850	5,281	8/2/2023	C	8/1/2024
4500357509	RP ADAMS ADAMS SFC INC ADAMS SFC INC TONAWANDA, NY 14150	STRAINER PARTS	E	B	5	N	N	01	15,301	15,301	14,512	8/2/2023	C	4/22/2024
4500357538	SIGA OT SOLUTIONS INC WILMINGTON, DE 19805	MAINTENANCE - SIGA GUARD	I	1	6	F	N	01	29,858	29,858	0	8/1/2023	C	7/31/2024
4500357608	FERGUSON ENTERPRISES INC DEPEW, NY 14043	MATS	E	C	6	F	N	01	9,344	8,346	8,346	8/4/2023	C	8/23/2024
4500357624	HAGERMAN AND COMPANY INC MT ZION, IL 62549	UPGRADE TO AUTODESK VAULT	R	2	8	F	N	01	240,750	221,000	123,250	8/14/2023	C	8/13/2024
4500357641	DOWD BATTERY CO INC GRAND ISLAND, NY 14072	130VDC BATTERY REPLACEMENT	E	2	8	F	N	01	137,434	137,434	137,434	8/7/2023	C	3/26/2024
4500357671	COUCH WHITE LLP ALBANY, NY 12207	NYISO PPTN	L	2	8	N	N	01	650,000	590,890	528,761	8/1/2023	O	7/31/2026
4500357689	DYNAMIC RATINGS INC SUSSEX, WI 53089	REPLACEMENT BUSHING SENSORS	S	C	5	F	N	01	8,950	3,550	3,550	8/8/2023	C	8/7/2024
4500357792 OGS-PT68816	JOHNSON CONTROLS FIRE PROTECTI DBA FOR TYCO FIRE AND SECUITY MGMT IN DBA FOR TYCO FIRE & SECUITY MGMT IN WILLIAMSVILLE, NY 14221	FIRE PUMP CONTROLLER REPLACEMENT	S	B	7	F	N	01			24,371		C	
4500357832 OGS-PS68202	DELL MARKETING LP ASAP SOFTWARE ACQUIRED BY DELL NOV ASAP SOFTWARE ACQUIRED BY DELL NOV ROUND ROCK, TX 78682	SOFTWARE - CLOUD COMPUTING SERVICES	I	B	7	F	N	01			34,430		O	
4500357833	TRANSCANADA TURBINES INC SYRACUSE, NY 13206	LM6000 EMERGENCY REPAIRS	S	C	1	F	N	02	2,500,000	2,268,942	212,899	8/12/2023	C	8/11/2024
4500357896	NIAGARA COATINGS SERVICES INC NIAGARA FALLS, NY 14304	TIER 1 TANK PAINTING	S	B		N	N	02	145,164	145,075	0	8/15/2023	C	6/28/2024
4500357911	CHAMPION PAINTING SPECIALTY SERVICES CO SERVICES CO FORT LAUDERDALE, FL 33315	TIER 1 PAINTING	S	B		N	04	02	156,976	156,976	38,409	8/15/2023	C	6/28/2024
4500357921 OGS-PM20850	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	HP SERVERS AND ACCESSORIES FOR REMOTE ACCESS CAPABILITY TO SDP	H	B	7	N	04	02			19,121		C	
4500357936	ARMINGTON NURSERY INC WAYSIDE CONTRACTORS WAYSIDE CONTRACTORS MACEDON, NY 14502	ENERGY ZONE UTICA ZOO GARDEN	C	C	5	N	N	01	44,600	44,600	44,600	8/16/2023	C	1/26/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500357937	GROVE ROOFING SERVICES INC BUFFALO, NY 14220	HEAD GATE HOIST ROOF REPAIRS	S	B		N	N	01	266,500	266,500	266,500	8/16/2023	C	4/17/2024
4500357946	CGK CONSULTING GROUP INC POWAY, CA 92064	MODIFY ACC CONTROL	S	C	5	F	N	01	10,000	7,579	0	8/16/2023	C	8/15/2024
4500357951	GORMAN CONSULTING NEW YORK, NY 10024	LEAD BLUE TRAINING PROGRAM	P	2	5	N	N	01	11,000	11,000	5,500	8/17/2023	C	8/16/2024
4500357953	ORACLE AMERICA INC REDWOOD CITY, CA 94065	LIVEDATA CONSULTING SERVICES	P	1	8	N	N	01	56,200	56,200	56,200	8/30/2023	C	4/30/2024
4500357974	THE EXECUTIVE ROUNDTABLE TORONTO ON CANADA	LEAD BLUE TRAINING PROGRAM	P	2	5	F	N	01	20,300	18,550	0	8/17/2023	C	8/16/2024
4500357980	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	SUBSCRIPTION - NETBRAIN TECHNOLOGIES	I	2	6	N	04	01	37,182	37,182	0	8/17/2023	C	8/16/2024
4500358083	CMA CONSULTING SERVICES DBA FOR CURRIER MCCABE AND ASSOC INC DBA FOR CURRIER MCCABE & ASSOC INC LATHAM, NY 12110	SOFTWARE - HEXAGON ASSET LIFECYCLE	I	B	5	N	03	04	20,501	20,501	20,501	8/22/2023	C	8/21/2024
4500358099	BARON USA INC COOKEVILLE, TN 38501	OIL PROCESSOR	E	2	5	F	N	01	36,600	35,000	5,900	8/22/2023	C	1/19/2024
4500358106	IKNOW LLC BERNARD L PALOWITCH JR BERNARD L PALOWITCH JR HUNTERSVILLE, NC 28078	TAXONOMY AND SEMAPHORE CLOUD CONSULTING	S	1	5	N	N	01	48,000	48,000	0	8/28/2023	C	8/27/2024
4500358128	GRADE A PETROLEUM CORP VALLEY STREAM, NY 11580	EASTMAN TURBO OIL STOCK ITEM	E	B	5	N	N	01	47,532	47,562	5,281	8/23/2023	C	3/18/2024
4500358173	DANA SAFETY SUPPLY INC GREENSBORO, NC 27407	MACH E UPFIT	E	B	5	N	N	02	14,822	14,822	14,822	8/24/2023	C	1/24/2024
4500358201	GRESCO SUPPLY INC FORSYTH, GA 31029	GRESCO DRONE EQUIPMENT	E	2	8	N	N	01	199,749	199,749	199,749	8/24/2023	C	2/29/2024
4500358245 OGS-PM20850	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	HP SERVERS AND ACCESSORIES FOR REMOTE ACCESS CAPABILITY TO SDP	H	B	7	N	04	02			6,647		C	
4500358264	TIERNEY AND COURTNEY INC MASPETH, NY 11378	STEAM TUBINE LOADING WELL ROLL UP GATE	E	B	5	N	N	01	23,600	23,600	23,600	8/28/2023	C	5/9/2024
4500358272	SCATURRO BROTHERS INC T/A ALPINE PAINTING AND SANBLASTING T/A ALPINE PAINTING AND SANBLASTING PATERSON, NJ 07503	WATER STORAGE TANK REPAIRS	S	B		N	N	02	359,209	359,209	359,209	9/11/2023	C	3/31/2024
4500358277	REGIMENT TECHNOLOGY GROUP LLC BRONXVILLE, NY 10708	SUBSCRIPTION - PENTAHO	I	2	8	N	02	01	134,450	134,450	0	9/1/2023	C	8/31/2024
4500358284	COMPOSITE TECHNOLOGY AND INFRASTRUCTURE LLC INFRASTRUCTURE LLC COEYMANS, NY 12045	JARVIS PENSTOCK COATING-RELINING PROJECT	C	B		N	N	07	1,197,732	1,131,277	1,131,277	8/28/2023	O	8/27/2025
4500358285	PROTON ENERGY SYSTEMS INC PROTON ONSITE PROTON ONSITE WALLINGFORD, CT 06492	HYDROGEN GENERATOR	E	B		F	N	01	299,374	299,434	299,434	8/28/2023	C	3/1/2024
4500358297	BLACKSTONE INDUSTRIAL SERVICES USA LTD USA LTD HOUSTON, TX 77024	NOZZLE HOLDERS	E	B	5	F	N	01	21,186	21,186	21,186	8/29/2023	C	2/25/2024
4500358300	ATLANTIC PUMP INDUSTRIES LLC ATLANTIC EQUIPMENT RESOURCES ATLANTIC EQUIPMENT RESOURCES NEW MILFORD, NJ 07646	FILTER ELEMENTS	E	B	5	F	N	01	8,900	8,986	8,986	8/29/2023	C	1/31/2024
4500358365	TRENCH LTD C/O HASGO POWER EQUIP SALES INC C/O HASGO POWER EQUIP SALES INC LE ROY, NY 14482	TRANSFORMER	E	C	6	N	N	03	48,910	48,910	48,910	8/30/2023	C	12/6/2024
4500358446	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	WEBEX MEETING SERVICES	S	2	6	N	04	01	12,300	12,300	0	4/26/2023	C	4/25/2024
4500358457	OEM PARTS NETWORK INC RANCHO CUCAMONGA, CA 91730	TURBINE CONSUMABLE	E	C	5	F	N	03	32,370	13,545	0	9/5/2023	C	9/4/2024
4500358511	UNITED DYNAMICS ADVANCED TECHNOLOGI CORPORATION CORPORATION BROOKS, KY 40109	AERIAL DRONE INSPECTION	S	C	5	F	N	02	14,566	11,671	0	9/6/2023	C	9/5/2024
4500358517	VELOCIA INC TORONTO ON CANADA	SOFTWARE - REWARDS PLATFORM PILOT FOR EVOLVE NY	I	2	8	N	N	01	140,500	137,232	37,232	9/8/2023	C	9/7/2024
4500358561 OGS-PC68425	STEELCASE INC C/O PRENTICE OFFICE ENVIRONMENTS C/O PRENTICE OFFICE ENVIRONMENTS GRAND RAPIDS, MI 49508	STANDING DESKS	E	B	7	N	N	01			0		C	
4500358579	MAUREEN DATA SYSTEMS INC NEW YORK, NY 10018	MAINTENANCE - TENABLE	I	2	8	F	N	01	131,070	131,070	0	9/28/2023	C	9/27/2024
4500358598 OGS-PC70132	COMPASS MINERALS AMERICA INC OVERLAND PARK, KS 66210	SALT	E	B	7	F	N	01			20,910		C	
4500358617	ROCK CREEK ENERGY GROUP LLP WASHINGTON, DC 20005	JARVIS FERC COUNSEL	P	2	8	F	N	01	100,000	29,165	14,910	9/1/2023	O	8/30/2025
4500358620 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPMENT	E	B	7	N	04	02			17,274		C	
4500358621	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	MAINTENANCE - ZOHO MANAGED ENGINE	I	2	6	N	04	01	12,058	12,058	0	9/14/2023	C	9/13/2024
4500358668	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	EXPANSION JOINT	E	C	5	N	N	02	7,398	7,398	7,398	9/12/2023	C	6/18/2024
4500358676	CINTAS CORPORATION ALDEN, NY 14004	INDUSTRIAL WIPERS AND SORBENT RUGS	S	B		N	N	01	170,500	134,876	94,452	9/13/2023	C	9/12/2024
4500358703	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	VARIPHY ANNUAL SUBSCRIPTION	E	2	6	N	04	01	18,816	18,816	0	4/1/2023	C	4/1/2024
4500358704 OGS-PC69030	SAFEWARE INC LANHAM, MD 20706	SAFEWARE SKYDIO SAFE SYSTEM SERVICES	E	B	7	N	N	01			391,676		C	
4500358720	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	MAINTENANCE - HP SERVER	H	2	5	N	04	01	19,996	19,996	0	10/1/2023	C	9/30/2024
4500358763	HUBBELL POWER SYSTEMS INC CENTRALIA, MO 65240	RELAYS	E	B		F	N	03	84,754	84,729	84,729	9/14/2023	C	2/22/2024
4500358768	CREWS CONTROL INC FULTON, MD 20759	ON-DEMAND VIDEO SERVICES	S	2	8	F	N	01	125,000	9,400	4,700	9/15/2023	C	9/14/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500358795	PACKAGE ONE INDUSTRIES LLC SCHENECTADY, NY 12305	LANTERN RINGS	E	B	5	N	N	01	48,260	48,260	48,260	9/14/2023	C	2/8/2024
4500358797	BORRI POWER (US) INC HOUSTON, TX 77080	UPS SYSTEMS SERVICE	S	C	5	F	N	01	12,645	12,645	12,645	9/15/2023	C	9/14/2024
4500358810	CEMTEK SYSTEMS INC OCEAN, NJ 07712	ANALYZER DISPLAY BOARDS	E	B	5	F	N	01	13,472	13,486	13,486	9/15/2023	C	5/23/2024
4500358821	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	VISTA DSS SUPPORT	S	1	5	N	N	01	28,700	28,700	0	9/15/2023	C	8/31/2024
4500358830	REXA INC WEST BRIDGEWATER, MA 02379	BYPASS ACTUATOR REPAIR	S	C	5	F	N	01	5,655	4,029	4,029	9/15/2023	C	9/14/2024
4500358836	QUALITY AND ASSURANCE TECHNOLOGY CORP CORP MOUNT SINAI, NY 11766	HARDWARE SOFTWARE SERVICES - LINX TURRET	E	2	8	N	04	01	178,277	178,277	178,277	9/19/2023	C	4/22/2024
4500358936	EMERSON PROCESS MANAGEMENT POWER AND WATER SOLUTIONS INC & WATER SOLUTIONS INC FREEDOM, PA 15042	GOVERNOR PARTS	E	B	6	N	N	02	17,364	17,364	17,118	9/20/2023	C	8/1/2024
4500358971	PEAKER SERVICES INC BRIGHTON, MI 48116	EDG TESTING	S	C	5	F	N	01	8,920	0	0	9/20/2023	C	9/19/2024
4500358979	ESS-KAY YARDS INC BREWERTON, NY 13029	PROPELLERS	E	C	5	N	N	01	39,990	39,990	39,990	9/21/2023	C	1/31/2024
4500358992	PTC INC BOSTON, MA 02210	SOFTWARE - MATHCAD	I	1	6	F	N	01	6,610	6,610	0	9/14/2023	C	9/13/2024
4500359016	TOLMAN ENGINEERING ARCHITECTURE AND SURVEYING PLLC SURVEYING PLLC ROCHESTER, NY 14623	ARCHITECTURAL ENGINEERING WINDOW REPLACEMENT	A	B		N	02	02	120,391	78,713	78,713	9/21/2023	C	9/20/2024
4500359027	CARDIAC LIFE PRODUCTS INC CARDIAC LIFE CARDIAC LIFE ROCHESTER, NY 14605	AED EQUIPMENT	S	2	8	N	03	01	95,000	86,422	13,588	9/13/2023	C	9/12/2024
4500359028	STRATEGEN CONSULTING INC SACRAMENTO, CA 95827	PEAK COALITION SUPPORT	P	2	8	F	N	01	100,000	70,974	70,174	10/20/2023	C	10/19/2024
4500359084	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	RESIN PACKING RING SETS	E	C	6	N	N	03	32,120	32,120	32,120	9/25/2023	C	4/12/2024
4500359093	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	MAINTENANCE - REDBOX VOICE RECORDER	I	2	6	N	04	01	36,601	36,601	0	8/15/2023	C	8/14/2024
4500359133	ERNST AND YOUNG LLP NEW YORK, NY 10001	EGRC ACCESS CONTROL REVIEW	S	2	8	N	N	01	450,000	450,000	140,000	10/29/2023	C	5/31/2024
4500359142	DOWD BATTERY CO INC GRAND ISLAND, NY 14072	BATTERY BANK	E	2	6	N	N	01	29,021	28,856	28,856	9/26/2023	C	2/16/2024
4500359143	TRS INC EAST SYRACUSE, NY 13057	TRAILER REPAIRS	S	2	5	N	N	01	18,087	0	0	9/26/2023	C	5/1/2024
4500359216	DATASPLICE LLC FORT COLLINS, CO 80524	DATASPLICE HYPERCARE SUPPORT SERVICES	P	2	6	F	N	01	47,000	47,000	44,750	10/2/2023	C	10/1/2024
4500359217	HAYDAN CONSULTANTS INC ROSEDALE, NY 11422	SUPPLY CHAIN RISK CONSULTING SERVICES	P	2	8	N	04	01	594,860	583,215	517,165	10/2/2023	C	10/1/2024
4500359229	CHARGEWAY INC PORTLAND, OR 97227	SOFTWARE SERVICES FOR CHARGING EVS WITH ELECTRIC FUEL	E	2	5	N	N	01	65,000	65,000	0	9/28/2023	O	12/31/2025
4500359302	EL ELECTRONICS LLC ELECTRO INDUSTRIES / GAUGETECH ELECTRO INDUSTRIES / GAUGETECH WESTBURY, NY 11590	SMART POWER METER	E	C	5	N	N	01	21,300	21,300	21,300	10/2/2023	C	1/22/2024
4500359305	AMETEK POWER INSTRUMENTS ROCHESTER, NY 14605	JEMSTAR METER	E	B	5	F	N	02	24,219	24,279	24,279	10/2/2023	C	3/19/2024
4500359324	DANNIBLE AND MCKEE LLP SYRACUSE, NY 13202	CUSTOMER COMPLIANCE AUDITS	P	B		N	N	04	500,000	86,694	86,694	10/2/2023	O	10/1/2028
4500359328	NEXUS CONTROLS LLC LONGMONT, CO 80501	EXCITER PARTS	E	1	5	F	N	01	13,854	13,854	13,854	10/5/2023	C	5/2/2024
4500359333	JMP SOLUTIONS INC EXTON, PA 19341	SOFTWARE - CSC GENESIS UPGRADE	I	1	5	N	N	01	42,127	14,744	14,744	10/3/2023	C	5/2/2024
4500359338	FASTENAL COMPANY NIAGARA FALLS, NY 14304	MEGGER PAM420 MULTIFUNCTION METER	E	C	5	N	N	01	7,920	7,920	7,920	10/3/2023	C	1/17/2024
4500359348 OGS-PC69030	SAFEWARE INC LANHAM, MD 20706	DRONE SYSTEMS BEYOND VISUAL LINE OF SIGHT (BVLOS)	R	B	7	N	N	01			0		C	
4500359355	DOWD BATTERY CO INC GRAND ISLAND, NY 14072	BATTERY BANK 5A REPLACEMENT	S	B		N	N	02	98,241	95,926	95,926	10/3/2023	C	8/7/2024
4500359385	AVIAT NETWORKS INC AVIAT U.S. INC AVIAT U.S. INC MILPITAS, CA 95035	RADIO COMPONENTS	E	C	5	F	N	01	13,254	13,499	13,499	10/4/2023	C	4/17/2024
4500359389	BLACKSTONE INDUSTRIAL SERVICES USA LTD USA LTD HOUSTON, TX 77024	BYPASS SPRAY NOZZLE	E	C	5	F	N	01	12,447	12,447	12,447	10/4/2023	C	10/3/2024
4500359403	LABELLA ASSOCIATES D P C ROCHESTER, NY 14614	HABITAT IMPROVEMENT	S	B		N	N	02	39,900	39,900	6,000	10/4/2023	C	10/3/2024
4500359408 OGS-PC69972	CAMBRIA ASPHALT PRODUCTS INC MEDINA, NY 14103	ASPHALT	E	B	7	N	N	01			0		C	
4500359414	CUSTOM INSIGHT LLC SAN MATEO, CA 94401	EMPLOYEE SURVEY	S	2	5	F	N	01	20,500	20,500	0	10/4/2023	C	10/3/2024
4500359437	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	SHOP TOOLS	E	B	5	F	02	03	6,949	6,949	686	10/5/2023	C	9/27/2024
4500359440	ORRICK HERRINGTON AND SUTCLIFFE LLP NEW YORK, NY 10019	PREPAID POWER PURCHASE AGREEMENTS SERVICES	L	2	8	N	N	01	675,034	532,860	532,860	10/3/2023	O	6/3/2025
4500359459	DELOITTE CONSULTING LLP HERMITAGE, TN 37076	CDEX AGILE MANAGED SERVICES	P	B		F	N	04	7,999,000	1,599,804	1,599,804	11/27/2023	O	11/26/2028
4500359504	ADVANCED FILTRATION CO HOWELL, NJ 07731	KAYDON FILTERS	E	B	5	F	N	02	7,159	7,360	7,360	10/8/2023	C	2/13/2024
4500359508 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPMENT	H	B	7	N	04	04			457,563		C	
4500359527	PRECISION PROCESS EQUIPMENT INC NIAGARA FALLS, NY 14304	STRAINER PARTS	E	C	5	N	N	01	24,254	24,254	24,254	10/10/2023	C	6/18/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500359530	ORKIN LLC ROLLINS INC ROLLINS INC QUEENSBURY, NY 12804	PEST CONTROL SERVICES	S	C	5	N	N	04	14,160	9,589	8,349	10/19/2023	C	10/18/2024
4500359545	LEARNING TECHNOLOGIES GROUP INC PEOPLEFLUENT INC PEOPLEFLUENT INC RALEIGH, NC 27601	MAINTENANCE - ORGPUBLISHER	I	2	6	F	N	01	9,133	9,133	0	11/1/2023	C	10/31/2024
4500359604	HAFCO FOUNDRY AND MACHINE CO INC MIDLAND PARK, NJ 07432	WICKET GATE PINS	E	B	5	F	N	01	21,600	21,600	21,600	10/11/2023	C	10/8/2024
4500359614	EATON CORPORATION CLIFTON PARK, NY 12065	ARC FLASH STUDY	S	2	5	F	N	01	24,000	24,000	24,000	10/12/2023	C	9/4/2024
4500359630	APPLESEED HUGH O'NEILL LTD HUGH O'NEILL LTD NEW YORK, NY 10003	RTC PROGRAM ECONOMIC IMPACT STUDY	P	2	8	N	N	01	50,000	44,300	44,300	10/16/2023	C	10/15/2024
4500359641	INTERNATIONAL STONE GALLERY WNY LOCKPORT, NY 14094	CUSTOM FAB MARBLE SILLS	E	C	5	N	N	01	11,460	4,950	4,950	10/12/2023	C	10/24/2024
4500359648	TATE ANDALE LLC BALTIMORE, MD 21227	STRAINER PARTS	E	B	5	F	N	02	24,578	24,578	24,578	10/12/2023	C	3/28/2024
4500359691 OGS-PM21070	LEAD DATA TECHNOLOGIES INC NANUET, NY 10954	CHECKPOINT 6200 FIREWALL CLUSTER EQUIPMENT AND SERVICES	E	B	7	N	03	01			0		C	
4500359694	ABCD SANITATION LLC DBA FOR RICHARD ST HILAIRE DBA FOR RICHARD ST HILAIRE MOIRA, NY 12957	PORTABLE TOILET	E	B	5	N	N	01	7,200	4,200	3,600	10/16/2023	O	11/1/2025
4500359696	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	RAW WATER PUMPS	E	C	5	N	N	01	9,970	9,970	9,970	10/16/2023	C	1/5/2024
4500359733	ENERYIELD AB GOTEBORG 004 SWEDEN	PREDICTING INCIPIENT FAILURES IN UNDERGROUND CABLE	E	2	9	N	N	01	286,453	154,939	154,939	10/18/2023	O	10/18/2025
4500359735	EATON CORP RALEIGH, NC 27615	EATON SERVICE CONTRACT	S	2	5	F	N	01	19,303	19,303	0	10/16/2023	C	7/29/2024
4500359762	VOITH HYDRO INC YORK, PA 17408	UNIT BREAKER OPERATION NOTIFICATION - PLC PROGRAMMING AT ST. LAWRENCE	R	2	8	F	N	01	146,628	111,628	111,628	10/31/2023	O	10/30/2025
4500359766	TEAM INDUSTRIAL SERVICES INC SUGAR LAND, TX 77478	HEAT TREATMENT SERVICES	S	B		N	N	02	500,000	0	0	10/3/2024	O	10/2/2025
4500359776	BENTLY NEVADA LLC BAKER HUGHES HOLDINGS LLC BAKER HUGHES HOLDINGS LLC MINDEN, NV 89423	BENTLY NEVADA SPARE PARTS	E	1	8	F	N	01	337,261	337,261	337,261	10/24/2023	C	10/24/2024
4500359800 OGS-PS68202	DELL MARKETING LP ASAP SOFTWARE ACQUIRED BY DELL NOV ASAP SOFTWARE ACQUIRED BY DELL NOV ROUND ROCK, TX 78682	SUBSCRIPTION - GITHUB	I	B	7	F	N	01			0		C	
4500359843	SIEMENS INDUSTRY INC MINNETONKA, MN 55305	SOFTWARE - SPECTRUM POWER 3	I	1	8	F	N	01	416,267	416,267	0	1/1/2024	C	12/17/2024
4500359860 OGS-PM208600	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	DESKTOPS	E	B	7	N	04	01			0		C	
4500359869	NETWORK PERCEPTION INC CHICAGO, IL 60606	NP VIEW LICENSES	E	1	8	F	N	01	151,800	151,800	0	10/25/2023	O	4/25/2027
4500359874	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	CAP SCREWS	E	B	5	F	N	01	13,312	13,312	13,312	10/20/2023	C	1/3/2024
4500359875	SIEWERT EQUIPMENT DIV OF CUMMINS-WAGNER-SIEWERT LLC DIV OF CUMMINS-WAGNER-SIEWERT LLC ROCHESTER, NY 14609	SELF PRIMING PUMP	E	B	5	F	N	02	13,004	13,004	13,004	10/20/2023	C	2/5/2024
4500359903	CORE AND MAIN LP SAINT LOUIS, MO 63146	FIRE ISOLATION POST INDICATOR VALVE	E	B	5	F	N	02	5,151	5,151	5,151	10/20/2023	C	2/7/2024
4500359918	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	SUBSCRIPTION - DEVELOPER EXPRESS	I	2	6	N	04	01	6,853	6,853	0	10/23/2023	C	10/22/2024
4500359920	IVCI LLC HAUPPAUGE, NY 11788	ANNUAL SERVICES FOR THE IVCI CISCO BROADROOM EQUIPMENT	H	2	6	N	N	01	61,911	61,911	61,911	7/21/2023	C	12/31/2024
4500359921	IVCI LLC HAUPPAUGE, NY 11788	SUBSCRIPTION - PEXIP	I	2	8	N	N	01	79,551	79,551	0	10/14/2023	C	10/14/2024
4500359932	TMT CONTRACTORS INC GOUVERNEUR, NY 13642	SNOW REMOVAL	S	C	5	N	N	03	20,520	20,520	20,520	10/23/2023	C	3/27/2024
4500359934	PRECISION PROCESS EQUIPMENT INC NIAGARA FALLS, NY 14304	HAYWARD STRAINER PARTS	E	C	5	N	N	03	47,400	47,400	47,400	10/23/2023	C	1/5/2024
4500359939	CONTINENTAL BRAKE EQUIPMENT CO INC SAINT CHARLES, IL 60175	BRAKE SHOE	E	B	5	F	N	01	20,850	20,850	20,850	10/23/2023	C	2/22/2024
4500359941	WORLD WIDE GAS TURBINE PRODUCTS INC CLIFTON PARK, NY 12065	FLEX SEALS	E	C	5	N	N	01	14,300	14,520	14,520	10/23/2023	C	1/5/2024
4500359961	GLOBALSCAPE INC SAN ANTONIO, TX 78249	MAINTENANCE - EFT FTP	I	2	5	N	N	01	47,544	47,544	0	11/1/2023	C	10/31/2024
4500359968	AP LAUNDRY AND DRY CLEANERS MALONE, NY 12953	LAUNDERING SERVICES	S	B	5	N	N	01	14,900	7,314	6,213	11/1/2023	C	10/31/2024
4500359981	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	SUBSCRIPTION - BITSIGHT	I	2	8	F	03	01	242,274	242,274	0	10/11/2023	C	10/10/2024
4500360050	DOWNTOWN MASSENA LLC THE MERCANTILE BID THE MERCANTILE BID MASSENA, NY 13662	CONFERENCE ROOM PRIVACY UPGRADE	S	2	6	N	N	01	23,945	23,945	23,945	10/25/2023	C	10/24/2024
4500360087	BUB'S ENTERPRISES LLC DALE EARL DALE EARL MALONE, NY 12953	SNOW REMOVAL	S	B	5	N	N	01	14,500	5,250	5,250	10/26/2023	C	4/12/2024
4500360145	GRUBER INDUSTRIES INC GRUBER POWER SERVICES GRUBER POWER SERVICES PHOENIX, AZ 85027	PROJECT MONITORING SERVICE ON SMALL CLEAN POWER PLANT COMMS UPS	S	C	5	F	N	01	20,518	20,518	20,518	10/27/2023	C	9/4/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500360163 OGS-PM20850	PKA TECHNOLOGIES INC MONTVALE, NJ 07645	SOFTWARE - HP RACK TOP ACTIVE SECURITY	I	B	7	F	03	01			0		O	
4500360167	POREX CLEANROOM PRODUCTS INC FG CLEAN WIPES FG CLEAN WIPES CHICOPEE, MA 01014	CLEANING WIPES	E	B	5	F	N	02	14,274	14,323	13,754	10/30/2023	C	1/17/2024
4500360183	SIEMENS INDUSTRY INC MINNETONKA, MN 55305	SPECTRUM POWER 3 SYSTEM SUPPORT	S	1	8	F	N	01	243,926	243,926	0	1/1/2024	C	12/17/2024
4500360186	APPLIED INSPECTION SERVICES INC TONAWANDA, NY 14150	NON-DESTRUCTIVE EXAMINATION TESTING	S	B		N	N	02	185,000	19,111	17,938	11/6/2023	C	11/5/2024
4500360193 OGS-PM20860	MICROCAD TRAINING AND CONSULTING INC WATERTOWN, MA 02472	MAINTENANCE - HP SERVER	I	B	7	F	N	01			0		C	
4500360210 OGS-PM20800	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	SOFTWARE - CISCO EA	I	B	7	F	N	01			0		O	
4500360241	THUNDERCAT TECHNOLOGY LLC RESTON, VA 20190	MAINTENANCE - VARONIS	I	2	8	F	02	01	861,020	574,013	287,007	10/31/2023	O	10/30/2026
4500360256	HYDE STONE INC WATERTOWN, NY 13601	MASSENA SUB HVAC COMPRESSOR REPLACEMENT	E	B	5	N	N	01	48,733	48,733	48,733	11/1/2023	C	10/11/2024
4500360307	MICHELS CONSTRUCTION INC BROWNSVILLE, WI 53006	NORTHERN MONTEZUMA WILDLIFE MANAGEMENT AREA CONSTRUCTION SERVICES	C	B		F	N	02	3,550,006	3,348,767	3,348,767	11/2/2023	C	11/1/2024
4500360356	KELLY SALES CORP MADRID, NY 13660	MASSENA SUB DOOR	E	B	5	N	N	01	6,945	6,945	6,945	11/3/2023	C	8/7/2024
4500360376 OGS-PC69972	CAMBRIA ASPHALT PRODUCTS INC MEDINA, NY 14103	ASPHALT	E	B	7	N	N	01			0		C	
4500360390	ABELE TRACTOR AND EQUIPMENT CO INC ALBANY, NY 12205	BOMAG ROLLER RENTAL	E	C	5	N	N	01	5,700	5,700	5,700	11/6/2023	C	1/12/2024
4500360409	SOUTHERN STATES LLC HAMPTON, GA 30228	FUSE HOLDER	E	B	5	F	N	04	18,030	18,030	18,030	11/6/2023	C	5/29/2024
4500360450	BENTLEY SYSTEMS INC EXTON, PA 19341	MAINTENANCE - PLS CADD	I	1	5	F	N	01	25,508	25,508	25,508	11/17/2023	C	11/16/2024
4500360451	CONTINENTAL RESOURCES INC BEDFORD, MA 01730	AXELL WIRELESS PARTS	E	C	5	F	N	01	26,712	26,712	26,712	11/7/2023	C	6/18/2024
4500360452 OGS-PT68782	DAVIS-ULMER SPRINKLER CO INC GRUNAU FIRE PROTECTION GRUNAU FIRE PROTECTION YOUNGSTOWN, OH 44514	SPRINKLER HEAD REPLACEMENTS	S	B	7	N	N	01			183,400		C	
4500360466	SARTRON LLC NORTH BRANFORD, CT 06471	VARIABLE FREQUENCY DRIVE EQUIPMENT	S	2	5	F	N	01	25,000	21,764	11,150	11/7/2023	C	9/17/2024
4500360503	SENSTAR INC HERNDON, VA 20171	SOFTWARE UPGRADE - SENSTAR STARNET-1000	I	1	5	F	N	01	5,385	5,385	400	11/8/2023	C	2/28/2024
4500360504	STUART C IRBY CO FULTON, NY 13069	YOKE PLATE	E	C	6	N	N	03	18,552	11,595	11,595	11/8/2023	C	10/28/2024
4500360527	FLATIRON CRANE OPERATING COMPANY DBA SIMMERS CRANE DESIGN AND SERVICES DBA SIMMERS CRANE DESIGN & SERVICES SALEM, OH 44460	MISCELLANEOUS CRANE PARTS	E	B	5	F	N	03	10,176	10,176	10,176	11/8/2023	C	5/20/2024
4500360599 OGS-PM21070	LEAD DATA TECHNOLOGIES INC NANUET, NY 10954	SUBSCRIPTION - CLOUDGUARD	I	B	7	N	03	01			0		C	
4500360612 OGS-PT68818	ERIE METAL SPECIALTIES INC AKRON, NY 14001	SEALING MATERIALS	E	B	7	N	N	01			76,376		C	
4500360614	AMETEK POWER INSTRUMENTS ROCHESTER, NY 14605	AMETEK ANNUNCIATOR CARD	E	C	5	N	N	01	15,676	15,765	15,765	11/13/2023	C	3/8/2024
4500360628	NIAGARA LAWN AND GARDEN INC NIAGARA FALLS, NY 14305	SNOW PLOWING SERVICES	S	B	5	N	N	02	12,000	9,840	9,840	11/13/2023	C	5/31/2024
4500360669	S AND B COMPUTER AND OFFICE PRODUCTS INC PRODUCTS INC ROUND LAKE, NY 12151	OFFICE SUPPLIES	E	2	8	N	07	01	63,524	29,441	29,441	1/1/2024	C	12/31/2024
4500360692	GRADE A PETROLEUM CORP VALLEY STREAM, NY 11580	EL MAR OIL	E	B	5	N	N	01	36,848	36,953	17,659	11/14/2023	C	1/12/2024
4500360711	TRINITY CYBER INC BOWIE, MD 20715	MAINTENANCE - EDGE SECURE	I	2	8	F	N	01	307,320	307,320	307,320	12/1/2023	C	11/30/2024
4500360719 OGS-PS69147	AUTOMOTIVE RENTALS INC HOLMAN HOLMAN MOUNT LAUREL, NJ 08054	FLEET MAINTENANCE	S	B	7	N	N	01			21,419		C	
4500360731 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	DESKTOPS	E	B	7	N	04	03			24,844		C	
4500360732 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	DESKTOPS	E	B	7	N	04	03			24,844		C	
4500360734 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	DESKTOPS	E	B	7	N	04	03			24,844		C	
4500360736 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	DESKTOPS	E	B	7	N	04	03			24,844		C	
4500360742 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	DESKTOPS	E	B	7	N	04	03			75,163		C	
4500360749 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	DESKTOPS	E	B	7	N	04	03			378,600		C	
4500360772	AMETEK POWER INSTRUMENTS ROCHESTER, NY 14605	JEMSTAR METERS	E	B	5	F	N	01	44,913	45,040	45,040	11/16/2023	C	2/7/2024
4500360784	CONTROL ASSOCIATES INC ALLENDALE, NJ 07401	SCR NH3 CONTROL VALVE	E	B	5	F	N	03	17,178	17,178	17,178	11/16/2023	C	1/11/2024
4500360808 OGS-PT68778	CONVERGINT TECHNOLOGIES LLC CHICAGO, IL 60678	CAMERA	E	B	7	N	N	01			47,518		C	
4500360809	UNIVERSAL MANAGEMENT TECHNOLOGY SOLUTIONS INC SOLUTIONS INC DALLAS, TX 75202	OPEN TEXT LICENSE REVIEW	P	2	6	F	N	01	22,560	22,560	22,560	11/20/2023	C	1/1/2024
4500360831	HANES SUPPLY INC BUFFALO, NY 14206	ANCHOR SHACKLES	E	B	5	F	N	04	21,280	21,280	21,280	11/17/2023	C	3/5/2024
4500360843	ORACLE AMERICA INC RESTON, VA 20190	MAINTENANCE - LIVEDATA ERM PORTAL	I	B		F	N	01	39,074	29,306	29,306	1/1/2024	C	12/31/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500360848	CRITICAL PATH INTEGRATORS LLC SYRACUSE, NY 13206	TELECONFERENCE EQUIPMENT	E	2	5	N	04	01	34,635	34,635	34,635	11/17/2023	C	6/30/2024
4500360860	HANES SUPPLY INC BUFFALO, NY 14206	CHAINS	E	C	5	N	N	02	17,412	17,412	17,412	11/20/2023	C	1/5/2024
4500360864 OGS-PC69396	DOOSAN BOBCAT NORTH AMERICA INC WEST FARGO, ND 58078	SKID STEER LOADER	E	B	7	N	N	04			317,351		C	
4500360872	HANES SUPPLY INC BUFFALO, NY 14206	SHACKLES CHAINS	E	B	5	F	N	02	20,708	19,493	16,465	11/20/2023	C	6/11/2024
4500360892	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	SAFETY TAGS	E	C	5	N	N	01	7,150	7,150	5,500	11/21/2023	C	1/5/2024
4500360906	EVERYDAY GOURMET CHERYL ANN GILL CHERYL ANN GILL NIAGARA FALLS, NY 14304	CATERING	E	C	5	N	03	03	10,260	10,020	0	11/22/2023	C	1/5/2024
4500360914	NYS INDUSTRIES FOR THE DISABLED INC ALBANY, NY 12203	CLEANING SERVICES	S	B	4	N	N	01	19,194	17,595	17,595	12/1/2023	C	11/30/2024
4500361016	BOULDEN COMPANY DBA FOR B BOULDEN COMPANY INC DBA FOR B BOULDEN COMPANY INC CONSHOHOCKEN, PA 19428	GEMINI PARTS	E	C	5	F	N	02	11,004	11,311	11,311	11/28/2023	C	3/21/2024
4500361046 OGS-PC70132	COMPASS MINERALS AMERICA INC OVERLAND PARK, KS 66210	SALT	E	B	7	N	N	01			40,982		C	
4500361052	FOX FENCE INC NIAGARA FALLS, NY 14305	FENCE ENCLOSURE	S	C	5	N	N	01	20,895	20,895	20,895	11/29/2023	C	6/4/2024
4500361062 OGS-PC68347	ALIANZA SERVICES LLC NYACK, NY 10960	FURNITURE	E	B	7	N	04	01			35,172		C	
4500361075 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPMENT	H	B	7	N	04	01			0		C	
4500361089	SAFESPAN SCAFFOLDING LLC TONAWANDA, NY 14150	SCAFFOLDING RENTAL	E	C	5	N	N	01	7,068	7,068	7,068	11/30/2023	C	3/31/2024
4500361104 OGS-PC68347	ALIANZA SERVICES LLC NYACK, NY 10960	FURNITURE	E	B	7	N	04	01			11,630		C	
4500361109 OGS-PT68879	UNLIMITED TECHNOLOGY INC HERNDON, VA 20170	PERIMETER DETECTION RADAR SYSTEM	E	B	7	F	N	01			316,655		C	
4500361113	IMI CRITICAL ENGINEERING LLC RANCHO SANTA MARGARITA, CA 92688	SPRAY NOZZLES	E	C	5	F	N	01	13,344	13,781	13,781	12/1/2023	C	4/8/2024
4500361154	GE VERNOVA INTERNATIONAL LLC FKA GENERAL ELECTRIC INTERNATIONAL FKA GENERAL ELECTRIC INTERNATIONAL SCHENECTADY, NY 12345	MAINTENANCE - GE MAPS	I	1	8	N	N	01	212,500	212,500	212,500	1/21/2024	O	1/20/2025
4500361164 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPMENT	H	B	7	N	04	04			65,990		C	
4500361166	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	FILLER FOAM	E	C	6	N	N	03	13,522	13,522	13,522	12/4/2023	C	6/12/2024
4500361169	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	PANELBOARDS	E	C	5	F	N	01	5,486	5,486	0	12/4/2023	C	1/31/2024
4500361170	LINDENMEYR MUNROE CENTRAL NATIONAL-GOTTESMAN INC CENTRAL NATIONAL-GOTTESMAN INC TETERBORO, NJ 07608	COPY PAPER	E	B		F	N	02	275,000	37,355	37,355	1/1/2024	O	12/31/2026
4500361172	INTIVITY INC EAST ROCHESTER, NY 14445	AIR MONITORS	E	C	5	N	04	02	6,689	6,689	6,689	12/4/2023	C	1/31/2024
4500361173	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	LM6000 PARTS	E	C	5	N	N	03	19,275	19,584	19,584	12/4/2023	C	2/9/2024
4500361182	ELECTROSWITCH CORP C/O SENNTEC CORP C/O SENNTEC CORP PENFIELD, NY 14526	SWITCHES FOR TEST DEPARTMENT	E	C	5	N	N	03	15,537	15,559	15,559	12/4/2023	C	5/9/2024
4500361184	NYS INDUSTRIES FOR THE DISABLED INC ALBANY, NY 12203	CLEANING SERVICES	S	B	4	N	N	01	15,189	14,927	14,927	12/5/2023	C	12/4/2024
4500361216 OGS-PM20850	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	HPE PROLIANT DL380 GEN10 SERVERS	H	B	7	N	04	01			152,064		C	
4500361222	BAYCREEK PADDLING CENTER, INC. ROCHESTER, NY 14609	CUSTOM DRY SUITS	E	C	5	N	N	01	6,529	6,529	6,529	12/5/2023	C	1/31/2024
4500361280	RITZ INSTRUMENT TRANSFORMERS INC LAVONIA, GA 30553	TRANSFORMER	E	C	5	F	N	03	18,210	18,210	18,210	12/6/2023	C	4/24/2024
4500361317 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			0		C	
4500361347	BENTLY NEVADA LLC BAKER HUGHES LLC BAKER HUGHES LLC EXTON, PA 19341	MAINTENANCE - SYSTEM1 SERVER	I	2	8	N	N	01	292,927	292,927	292,927	1/1/2024	C	12/31/2024
4500361352	IMMERSIVE STRATEGIES LLC WASHINGTON, DC 20002	SUPPLIER DIVERSITY EXPO	P	2	8	F	07	01	159,924	159,924	159,924	12/11/2023	C	6/10/2024
4500361357	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	AMMOSENSORS	E	C	5	N	N	02	6,332	6,332	6,332	12/8/2023	C	4/1/2024
4500361358	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	THERMOCOUPLE AND PARTS	E	B	5	F	N	02	15,215	15,215	15,215	12/8/2023	C	2/1/2024
4500361362	TURBINE TRENDS LLC SPOTSWOOD, NJ 08884	BOLT SETS	E	C	5	F	N	01	13,020	13,114	13,114	12/8/2023	C	5/2/2024
4500361365	PKA TECHNOLOGIES INC MONTVALE, NJ 07645	RACKTOP REMOTE PLANNING AND FILE MIGRATION SERVICES	P	2	6	F	03	01	22,500	22,500	22,500	12/21/2023	C	12/20/2024
4500361373	BC CLEANING DBA FOR BOGASIAN CARPET CO INC DBA FOR BOGASIAN CARPET CO INC MASSENA, NY 13662	CARPET MAT SERVICE	S	C	5	N	N	01	16,000	13,259	13,259	1/1/2024	C	12/31/2024
4500361429	NORTHERN MACHINING INC NORFOLK, NY 13667	STEEL GUSSETS	E	C	5	N	N	04	11,350	11,350	11,350	12/11/2023	C	1/16/2024
4500361436	GE RENEWABLES US LLC GREENWOOD VILLAGE, CO 80111	MACHINING OF GENERATOR SHAFT COUPLING	S	B		F	N	02	530,431	36,894	36,894	12/12/2023	O	12/31/2026
4500361438	EC INFOSYSTEMS LLC VERTEX U.S. HOLDINGS INC VERTEX U.S. HOLDINGS INC HOUSTON, TX 77043	SOFTWARE - ELECTRONIC DATA INTERCHANGE (EDI)	I	2	8	F	N	01	76,495	74,781	74,781	10/1/2023	C	9/30/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500361466 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	JCI SECURITY SYSTEM MAINTENANCE AND SUPPORT	S	B	7	N	N	01			111,347		C	
4500361495	BLUBAKER VENTURES LIMITED ABERDEEN AB UNITED KINGDOM	MAINTENANCE - BLUBAKER	I	1	6	F	N	01	16,850	16,850	16,850	1/1/2024	C	12/31/2024
4500361502	ACE ELEVATOR INSPECTION CORP N TONAWANDA, NY 14120	ELEVATOR ESCALATOR INSPECTIONS	S	C	5	N	N	01	6,500	6,500	6,500	3/10/2024	O	3/9/2025
4500361509	HELWIG CARBON PRODUCTS INC MILWAUKEE, WI 53224	CARBON BRUSHES	E	C	5	F	N	01	7,526	7,526	7,526	12/13/2023	C	2/1/2024
4500361573	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	SOFTWARE - CAT	I	1	5	N	N	01	11,400	8,900	8,900	12/15/2023	C	2/1/2024
4500361575	VAISALA INC LOUISVILLE, CO 80027	SOFTWARE - THUNDERSTORM MANAGER	I	2	5	N	N	01	39,906	39,906	39,906	1/1/2024	C	12/17/2024
4500361592	PDS CONSULTANTS INC EAGLE SAFETY EYEWEAR EAGLE SAFETY EYEWEAR LOUISVILLE, KY 40218	EYEGLASS FRAMES LENSES	E	B	5	F	N	01	14,000	6,064	6,064	1/1/2024	C	12/31/2024
4500361596	FASTENAL COMPANY NIAGARA FALLS, NY 14304	HOLLAENDER PARTS	E	C	5	N	N	01	7,066	7,066	7,066	12/15/2023	C	1/22/2024
4500361599	HAGERMAN AND COMPANY INC MT ZION, IL 62549	SUBSCRIPTION - VAULT	I	2	6	F	N	01	33,475	33,475	0	12/13/2023	C	12/12/2024
4500361602	UDEMY INC SAN FRANCISCO, CA 94107	SUBSCRIPTION - ONLINE TRAINING AND DEVELOPMENT PLANS	I	2	6	F	N	01	11,315	11,315	11,315	12/20/2023	C	12/19/2024
4500361605	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	SECURITY CAMERAS	E	C	6	N	04	03	5,066	5,066	5,066	12/18/2023	C	1/8/2024
4500361627	BOULDEN COMPANY DBA FOR B BOULDEN COMPANY INC DBA FOR B BOULDEN COMPANY INC CONSHOHOCKEN, PA 19428	ADAPTER SHAFT LUBE PUMP LUBRICATOR	E	C	5	F	N	07	9,391	9,422	9,422	12/18/2023	C	2/13/2024
4500361630	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	LAB EQUIPMENT	H	2	8	N	04	01	170,281	170,281	170,281	12/18/2023	C	3/21/2024
4500361646	HEATEC INC CHATTANOOGA, TN 37407	VERNON 2 HEATEC COIL REPLACEMENT	E	2	1	N	N	01	174,529	144,529	144,529	12/18/2023	C	12/5/2024
4500361671	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SOFTWARE - ANACONDA	I	2	6	N	03	01	49,995	49,995	0	11/18/2023	C	11/17/2024
4500361684	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	BATTERY GROUND DETECTOR AND CONTROLLER	E	C	5	F	N	01	9,282	9,282	9,282	12/19/2023	C	3/19/2024
4500361691	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	ACTUATOR GAS SUPPLY	E	C	5	F	N	01	14,955	14,955	14,955	12/20/2023	C	5/16/2024
4500361698	CONTROL ASSOCIATES INC ALLENDALE, NJ 07401	HIGH PRESSURE BALL VALVE	E	C	5	F	N	02	47,185	47,404	47,404	12/20/2023	C	8/28/2024
4500361700	EPAUL DYNAMICS DBA FOR GUS PAUL SWIMMING POOLS INC DBA FOR GUS PAUL SWIMMING POOLS INC PORT WASHINGTON, NY 11050	DIGITAL SPEED SENSOR MODULE	E	C	5	N	03	01	21,104	21,104	21,104	12/20/2023	C	6/6/2024
4500361702	TUNGSTEN AUTOMATION CORPORATION IRVINE, CA 92618	SOFTWARE - KOFAX	I	2	5	F	N	01	60,477	35,651	24,825	12/21/2023	O	12/20/2026
4500361712	CARE SECURITY SYSTEM INC MONTEBELLO, NY 10901	DELTA GATEE PREVENTIVE MAINTENANCE	S	C	5	N	N	01	41,120	7,647	7,647	12/20/2023	C	12/19/2024
4500361713 OGS-PM20800	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	CISCO SMARTNET MAINTENANCE - OPERATIONS	E	B	7	F	N	01			171,326		O	
4500361734	ELECTRIC POWER GROUP LLC PASADENA, CA 91101	SUPPORT AND MAINTENANCE RENEWAL PHASOR DATA CONCENTRATOR	I	1	5	N	N	01	13,507	13,507	13,507	1/1/2024	C	12/17/2024
4500361743	CHARGEWAY INC PORTLAND, OR 97227	CHARGEWAY BEACON KIOSK	E	2	5	N	N	01	26,000	26,000	0	12/22/2023	O	12/31/2026
4500361754	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	CAT PARTS	E	C	5	F	N	02	8,032	8,032	8,032	12/21/2023	C	1/9/2024
4500361805 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPMENT	E	B	7	N	04	02			8,378		C	
4500361813 OGS-PM67345	ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE INC INSTITUTE INC REDLANDS, CA 92373	MAINTENANCE - ARCGIS MAPPING	I	B	7	N	N	01			92,167		C	
4500361819	LINEMEN'S SUPPLY DIVISION OF BUCKINGHAM MANUFACTURING COMPANY BUCKINGHAM MANUFACTURING COMPANY BINGHAMTON, NY 13902	CLIMBING GEAR	E	C	6	N	N	02	9,966	9,966	9,966	12/26/2023	C	1/8/2024
4500361822	RELEVANT INDUSTRIAL LLC HOUSTON, TX 77073	SPRINT FILTERS	E	C	5	F	N	02	26,123	26,123	26,123	12/26/2023	C	1/17/2024
4500361832	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	FLOW METER	E	C	5	F	N	01	34,809	34,809	34,809	12/26/2023	C	3/19/2024
4500361833	OZKAR SERVICES LLC ISLIP, NY 11751	OPSWAT KIOSKS AND SUPPORTING HARDWARE	H	B		N	10	02	131,763	131,763	131,763	12/26/2023	C	2/12/2024
4500361834	PROTEK INFORMATION TECH SRV LLC VALLEY COTTAGE, NY 10989	PM AND ADVISORY SVS FOR DR SITE	R	2	8	N	03	01	310,000	280,114	280,114	1/4/2024	C	12/31/2024
4500361835	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	FLOW LOGGER	E	C	5	F	N	01	15,877	16,147	16,147	12/26/2023	C	2/9/2024
4500361851	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	SWITCH GEAR FUSE	E	C	5	F	N	02	15,410	15,410	15,410	12/27/2023	C	7/31/2024
4500361887	IKNOW LLC BERNARD L PALOWITCH JR BERNARD L PALOWITCH JR HUNTERSVILLE, NC 28078	SOFTWARE - SEMAPHORE CLOUD HOSTING	I	1	8	N	N	01	329,757	284,879	284,879	1/30/2024	O	12/29/2026
4500361893 OGS-PM20860	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	EXHIBIT COMPUTERS	E	B	7	N	04	01			21,605		C	
4500361898	RODNEY HUNT JASH USA INC JASH USA INC HOUSTON, TX 77036	SLUICE GATE INSPECTIONS	S	1	8	F	N	01	12,000	0	0	12/28/2023	C	12/26/2024
4500361910	SPIEL ASSOCIATES INC GARDEN CITY PARK, NY 11040	ONE-NEW GRAPHIC WHIZARD SP BANDER	E	C	5	N	N	01	7,815	7,815	7,815	1/4/2024	C	2/29/2024
4500361915 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	CHILLER PARTS	E	B	7	F	N	01			6,750		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500361929	GENERGY CORPORATION GUILDERLAND, NY 12084	GE KOTEF TRANSFORMERS	E	B		N	N	02	181,180	0	0	1/2/2024	O	1/10/2025
4500361936	GENERGY CORPORATION GUILDERLAND, NY 12084	OTEF123 TRANSFORMER	E	B		N	N	02	125,354	0	0	1/2/2024	O	3/14/2025
4500361966	KELLY AND HAYES ELECTRICAL SUPPLY OF L I INC OF L I INC NESCONSET, NY 11767	LED FIXTURES	E	C	5	N	N	04	21,468	21,468	21,468	1/2/2024	C	2/14/2024
4500361983	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SUBSCRIPTION - DATALOCKER SAFECONSOLE	I	2	8	N	03	01	84,500	84,500	84,500	1/1/2024	O	12/31/2026
4500361991	BRENDA ANNE MATT EYES ON THE ROAD EYES ON THE ROAD TABERG, NY 13471	OPTICIAN AND CORRECTIVE EYEWEAR	E	2	8	N	03	01	500,000	42,180	42,180	1/3/2024	O	12/31/2028
4500362007	BR JOHNSON LLC EAST SYRACUSE, NY 13057	ALUMINUM DOOR	E	2	6	N	N	01	19,551	19,551	19,551	1/3/2024	C	8/6/2024
4500362010	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	COMPRESSOR PARTS	E	C	5	N	N	02	7,878	7,878	7,878	1/3/2024	C	2/15/2024
4500362019 OGS-PT67033	ARCO PROTECTION SYSTEMS INC POUGHKEEPSIE, NY 12601	FIRE SUPPRESSION IMPROVEMENTS	E	B	7	N	04	01			16,538		C	
4500362024	SIEWERT EQUIPMENT DIV OF CUMMINS-WAGNER-SIEWERT LLC DIV OF CUMMINS-WAGNER-SIEWERT LLC ROCHESTER, NY 14609	PUMP TECHNICIAN SERVICES	S	1	5	N	N	01	15,837	11,341	11,341	1/3/2024	O	1/2/2025
4500362029	WELLNOW URGENT CARE ALBANY, NY 12201	OFF-SITE OCCUPATIONAL HEALTH SERVICES	S	C	5	N	N	02	12,250	0	0	1/1/2024	C	12/31/2024
4500362030	WNY OCCUPATIONAL HEALTH CARE NIAGARA FALLS, NY 14301	OFF-SITE OCCUPATIONAL HEALTH SERVICES	S	C	5	N	N	02	12,250	4,579	4,579	1/1/2024	C	12/31/2024
4500362038 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	CHILLER SERVICE MAINTENANCE AND REPAIR	S	B	7	N	N	01			7,695		O	
4500362061	H C ZANG AGENCY INC CLARENCE CENTER, NY 14032	ZANG AGENCY UNITERUPTED BATTERY SERVICE	S	2	5	N	N	01	13,742	13,742	13,742	1/4/2024	C	12/17/2024
4500362090	KRAFTWERKS STORAGE AND MATERIAL HANDLING PRODUCTS INC HANDLING PRODUCTS INC TONAWANDA, NY 14150	PRINT TABLE	E	C	5	N	03	01	7,538	7,538	7,538	1/5/2024	C	3/14/2024
4500362091 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	SUBSCRIPTION - CISCO MERAKI	I	B	7	N	04	06			12,032		O	
4500362100	COOPERFRIEDMAN ELECTRIC SUPPLY CO INC CO INC CRANBURY, NJ 08512	RESISTANCE THERMAL DETECTOR	E	C	5	N	N	01	5,460	5,460	5,460	1/5/2024	C	1/23/2024
4500362129 OGS-PS69147	AUTOMOTIVE RENTALS INC HOLMAN HOLMAN MOUNT LAUREL, NJ 08054	VEHICLE MAINTENANCE SERVICES	S	B	7	F	N	01			155,849		O	
4500362179	KELLY AND HAYES ELECTRICAL SUPPLY OF L I INC OF L I INC NESCONSET, NY 11767	STREET LIGHT ITEMS	E	C	5	F	N	04	7,254	7,254	7,254	1/9/2024	C	2/19/2024
4500362187	SIEWERT EQUIPMENT DIV OF CUMMINS-WAGNER-SIEWERT LLC DIV OF CUMMINS-WAGNER-SIEWERT LLC ROCHESTER, NY 14609	PUMP REPLACEMENT PARTS	E	1	5	N	N	01	18,271	18,458	18,458	1/9/2024	C	2/28/2024
4500362190	MI CONVEYANCE SOLUTIONS MOTION INDUSTRIES MOTION INDUSTRIES HILLSBORO, OR 97124	2 - 10' JARVIS BUTTERFLY SEALS	E	C	5	F	N	02	32,510	32,938	32,938	1/9/2024	C	6/10/2024
4500362208 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			6,842		C	
4500362209 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	NETWORK SWITCH 9300	H	B	7	F	04	01			20,282		C	
4500362213	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	5	N	N	01	16,699	16,719	16,719	1/10/2024	C	2/9/2024
4500362234	DATASPLICE LLC PROMETHEUS GROUP ENTERPRISES LLC PROMETHEUS GROUP ENTERPRISES LLC RALEIGH, NC 27609	MAINTENANCE - DATASPLICE	I	C	5	N	N	01	27,231	27,231	27,231	1/1/2024	C	12/31/2024
4500362242	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	AFTER MARKET PANELBOARD	E	C	5	N	02	01	7,040	7,040	7,040	1/10/2024	C	2/28/2024
4500362250 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			8,132		C	
4500362260	PSP METRICS INC PITTSBURGH, PA 15219	PRE-EMPLOYMENT TESTING	S	2	5	F	N	01	10,000	10,000	10,000	1/11/2024	O	1/10/2025
4500362293 OGS-PT68860	SIEMENS INDUSTRY INC AMHERST, NY 14228	HVAC CONTROL SERVICES	S	B	7	N	N	01			25,050		O	
4500362294	FASTENAL COMPANY NIAGARA FALLS, NY 14304	PUMP	E	C	5	N	N	03	11,468	11,468	11,468	1/11/2024	C	2/16/2024
4500362303	IVCI LLC HAUPPAUGE, NY 11788	IVCI YEARLY SERVICE SUPPORT	S	1	5	N	N	01	6,500	6,500	6,500	1/12/2024	C	3/15/2024
4500362336	SYMBIO DESIGN CONTINUUM LANDSCAPE ARCHITECTS INC CONTINUUM LANDSCAPE ARCHITECTS INC CAMBRIDGE, MA 02141	LANDSCAPE ARCHITECT DESIGN SERVICES	S	2	8	F	N	01	50,000	41,373	41,373	1/12/2024	C	6/5/2024
4500362341 OGS-PS69147	AUTOMOTIVE RENTALS INC HOLMAN HOLMAN MOUNT LAUREL, NJ 08054	FLEET EQUIPMENT MAINTENANCE	S	B	7	N	N	01			18,194		O	
4500362347	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	SUMP PUMPS	E	C	5	F	N	04	8,355	8,519	8,519	1/16/2024	C	2/29/2024
4500362359	CEMTEK SYSTEMS INC OCEAN, NJ 07712	CONVERTER	E	C	6	N	N	01	5,800	5,800	5,800	1/16/2024	C	4/18/2024
4500362371	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	TURBINE HEATERS	E	C	5	F	N	03	11,830	12,765	12,765	1/16/2024	C	3/21/2024
4500362374	FRSIX LLC LONG ISLAND CITY, NY 11109	TRANSFORMER RIGGING ROUND SLINGS	E	C	5	F	02	02	20,412	20,412	20,412	1/16/2024	C	2/22/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500362381	MILLER ENERGY INC DBA FOR H M MILLER SALES CO DBA FOR H M MILLER SALES CO SOUTH PLAINFIELD, NJ 07080	TRANSMITTERS	E	C	5	N	N	02	14,876	15,160	15,160	1/16/2024	C	8/8/2024
4500362401	MILLER ENERGY INC DBA FOR H M MILLER SALES CO DBA FOR H M MILLER SALES CO SOUTH PLAINFIELD, NJ 07080	LEVEL SWITCH	E	C	5	N	N	01	5,583	5,941	5,941	1/17/2024	C	2/7/2024
4500362429	EMSPEC INC BOIS DES FILION PQ CANADA	BLADES AND RODS	E	C	5	F	N	01	6,467	6,712	6,712	1/17/2024	C	9/16/2024
4500362434	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	MAINTENANCE - SNARE	I	C	5	F	04	03	12,979	12,979	12,979	1/25/2024	C	7/24/2024
4500362449	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	FIRE EXTINGUISHER REPAIR AND SERVICE	S	2	5	N	N	01	6,750	6,750	6,750	1/1/2024	C	12/31/2024
4500362450	JOHNSTON'S WATER LLC JOHNSTON'S H20 ZONE, LLC JOHNSTON'S H20 ZONE, LLC MASSENA, NY 13662	BOTTLED WATER	E	C	5	N	N	02	24,501	19,146	19,146	1/23/2024	O	1/22/2025
4500362454	ASI MARINE LP ORCHARD PARK, NY 14127	ZEBRA MUSSEL TREATMENT	S	B		N	N	01	55,294	55,294	55,294	1/18/2024	O	1/17/2025
4500362460	OZKAR SERVICES LLC ISLIP, NY 11751	HP DESKTOP - DAM SAFETY ANALYSIS	E	2	6	N	10	01	18,401	18,401	18,401	1/18/2024	C	2/12/2024
4500362474	N C C SYSTEMS INC POTSDAM, NY 13676	AXIS SECURITY CAMERAS	E	B		N	N	05	164,250	164,250	164,250	1/18/2024	C	4/29/2024
4500362487 OGS-PS70073	KONE INC MOLINE, IL 61265	ELEVATOR TESTING	S	B	7	F	N	01			6,720		C	
4500362502	SOUTHWEST MICROWAVE INC TEMPE, AZ 85284	MICROWAVE TRANSCEIVERS	E	C	5	F	N	02	8,204	8,204	8,204	1/19/2024	C	3/1/2024
4500362518	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	RPRR FIELD TEST KIT	E	C	5	F	N	02	6,569	6,703	6,703	1/19/2024	C	2/16/2024
4500362531	GREEN ENERGY RESOURCES LLC EV OPTIONS LLC EV OPTIONS LLC CARDIFF, CA 92007	SUPPORT SERVICES BUFFALO AUTO SHOW	P	2	5	N	N	01	11,900	11,900	11,900	1/23/2024	C	4/23/2024
4500362612	CUTSFORTH INC FERNDALE, WA 98248	BRUSHES AND ROPES	E	C	5	F	N	02	13,310	13,310	13,310	1/24/2024	C	2/25/2024
4500362621	CLAUSEBASE BV LEUVEN 01 BELGIUM	SOFTWARE - CLAUSEBASE	I	C	6	F	N	05	7,946	7,946	7,946	1/31/2024	O	1/30/2025
4500362626	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	SUMP PUMPS	E	C	5	F	N	03	10,026	10,026	10,026	1/24/2024	C	2/9/2024
4500362643	DGM GRAPHICS DBA PRINTING EMPORIUM DBA PRINTING EMPORIUM MERRICK, NY 11566	PROMOTIONAL ITEMS	E	2	8	N	N	01	199,951	182,734	182,734	2/14/2024	C	7/30/2024
4500362655	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	SOLENOIDS	E	C	5	F	N	01	16,491	16,589	16,589	1/25/2024	C	3/21/2024
4500362660	RADIAN RESEARCH INC LAFAYETTE, IN 47905	YEARLY CALIBRATIONS	E	1	5	F	N	01	10,375	7,326	7,326	1/25/2024	O	1/24/2025
4500362665	WATTEREDGE LLC AVON LAKE, OH 44012	765KV COPPER TERMINALS	E	B	8	F	N	05	121,764	121,764	121,764	1/25/2024	C	7/31/2024
4500362672	ILLINOIS BLOWER INC CARY, IL 60013	CLUTCH COUPLINGS	E	C	5	F	N	03	5,536	5,551	5,551	1/25/2024	C	4/8/2024
4500362686 OGS-PT68816	JOHNSON CONTROLS INC MILWAUKEE, WI 53202	FIRE ALARM SYSTEM SERVICE PLAN	S	B	7	N	N	01			262,963		O	
4500362690	CYME INTERNATIONAL TANDD INC BROSSARD PQ CANADA	MAINTENANCE - CYME	I	1	5	N	N	01	32,882	32,882	32,882	12/23/2023	C	12/22/2024
4500362691	MAGNET FORENSICS USA INC HERNDON, VA 20171	MAINTENANCE - MAGNET AXIOM CYBER	I	1	6	F	N	01	44,350	44,350	44,350	2/1/2024	O	1/31/2025
4500362708	O'CONNELL ELECTRIC CO VICTOR, NY 14564	MEGGER TESTING	S	2	5	N	N	01	12,029	12,029	12,029	1/26/2024	C	1/26/2024
4500362719	ABELE TRACTOR AND EQUIPMENT CO INC ALBANY, NY 12205	BOWMAG ROLLER RENTAL	E	C	5	N	N	01	11,400	5,070	5,070	1/26/2024	C	11/29/2024
4500362730	VEOLIA WTS USA INC TREVOSE, PA 19053	CHEMICALS	E	C	5	F	N	01	34,247	34,247	34,247	1/29/2024	C	3/4/2024
4500362735 OGS-PM208600	PATRIOT BLUEPRINTING SYSTEMS LLC WESTVILLE, NJ 08093	DRAFTING PLOTTER	E	B	7	N	N	01			37,299		C	
4500362737	LIGNUM VITAE NORTH AMERICA LLC POWHATAN, VA 23139	TURBINE GUIDE BEARING STAVES	E	C	6	F	N	03	19,709	19,709	19,709	1/29/2024	C	2/7/2024
4500362788	DLT SOLUTIONS LLC HERNDON, VA 20171	TRIPWIRE INSTRUCTOR LEAD VIRTUAL TRAINING	S	2	8	N	N	01	91,283	91,283	91,283	1/30/2024	C	2/28/2024
4500362803	AMETEK SOLIDSTATE CONTROLS SOLIDSTATE CONTROLS LLC SOLIDSTATE CONTROLS LLC COLUMBUS, OH 43085	POWER INVERTER PMS	S	1	8	F	N	01	211,001	206,001	206,001	1/30/2024	O	1/29/2025
4500362814	SKILLBURST INTERACTIVE LLC LEARNVIBE LLC LEARNVIBE LLC BETHESDA, MD 20817	ELEARNING DEVELOPMENT	S	B		N	N	19	37,500	16,245	16,245	1/30/2024	C	12/17/2024
4500362816	SHALINTHIA MILES SMITH COMPANY LLC BROOKLYN, NY 11213	ELEARNING DEVELOPMENT	S	B		N	07	19	37,500	19,000	19,000	1/30/2024	C	12/17/2024
4500362817	CELERITAS SOLUTIONS LLC NEW YORK, NY 10023	ELEARNING DEVELOPMENT	S	B		N	N	19	37,500	1,100	1,100	1/30/2024	C	12/17/2024
4500362818	CUSTOM LEARNING TECHNOLOGIES LLC LISA HAGERTY LISA HAGERTY WYNANTSKILL, NY 12198	ELEARNING DEVELOPMENT	S	B		N	03	19	37,500	14,000	14,000	1/30/2024	C	12/17/2024
4500362827	US CLEANBLAST PREMIUM PLANT SERVICES POWER PREMIUM PLANT SERVICES POWER HIBBING, MN 55746	INLET FILTER CLEANING	S	C	5	F	N	02	37,500	37,500	37,500	1/30/2024	C	4/23/2024
4500362831	TRESCO INDUSTRIES (US) LTD SUGAR LAND, TX 77478	MONITOR MOUNTS	E	1	5	F	N	01	5,902	5,902	5,902	1/30/2024	C	2/28/2024
4500362832	MATHWORKS INC NATICK, MA 01760	SOFTWARE - MATLAB	I	1	8	N	N	01	202,912	202,912	202,912	4/1/2024	O	9/19/2025
4500362833	PYOTT-BOONE ELECTRONICS PBE GROUP PBE GROUP NORTH TAZEWELL, VA 24630	ICS EQUIPMENT UPDATE AND SERVICE	S	1	8	F	N	01	52,001	12,600	12,600	1/30/2024	O	1/29/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500362852	XEROX CORPORATION DALLAS, TX 75266	XEROX MAINTENANCE AGREEMENT	S	2	8	F	N	01	83,976	22,614	22,614	10/1/2023	C	9/30/2024
4500362862 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	INTRUSION DETECTION SYSTEM	S	B	7	F	N	01			16,568		C	
4500362865	EUROFINS TESTOIL INC STRONGSVILLE, OH 44149	OIL ANALYSIS	S	2	5	F	N	01	30,507	16,152	16,152	1/31/2024	O	1/30/2025
4500362903	SIEMENS INDUSTRY INC SCHENECTADY, NY 12305	PSS AND E SUPPORT	S	1		N	N	01	31,225	31,225	31,225	2/1/2024	C	12/17/2024
4500362904	ADVANCED GROUNDING CONCEPTS ADVANCED POWER CONCEPTS LLC ADVANCED POWER CONCEPTS LLC ATLANTA, GA 30345	RM GROUNDING GRID ANALYSIS	S	2	5	F	N	01	38,800	21,200	21,200	2/1/2024	O	1/31/2025
4500362909	FILTRATION UNLTD LLC AKRON, NY 14001	COOLANT	E	C	6	N	N	03	8,558	8,558	8,558	2/1/2024	C	2/29/2024
4500362924	THE INSTITUTE OF INTERNAL AUDITORS INC INC LAKE MARY, FL 32746	IA EXTERNAL QUALITY ASSESSMENT	P	2	5	F	N	01	19,000	19,000	19,000	2/5/2024	C	8/4/2024
4500362980 OGS-PM21070	LEAD DATA TECHNOLOGIES INC NANUET, NY 10954	MAINTENANCE - CHECK POINT AWS	I	B	7	N	03	01			21,499		O	
4500362982	D AND L INSTALLATIONS INC BOHEMIA, NY 11716	ATLAS COPCO KIT	E	C	6	N	03	02	11,795	11,892	11,892	2/5/2024	C	3/18/2024
4500363000	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	UPPER HARNESS	E	C	6	N	N	01	10,850	11,096	11,096	2/5/2024	C	2/25/2024
4500363010	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	MAINTENANCE - POWELL TEAMS	I	2	8	F	03	01	54,500	54,500	54,500	1/28/2024	O	1/28/2025
4500363027	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	MEDIA ADAPTERS	E	B	5	N	02	03	6,916	6,916	6,916	2/6/2024	C	2/24/2024
4500363037	HUBBELL POWER SYSTEMS INC CENTRALIA, MO 65240	MOTOR LOAD TESTING	S	1	5	N	N	01	15,000	7,326	7,326	2/6/2024	C	11/21/2024
4500363040	CONTROL ASSOCIATES INC ALLENDALE, NJ 07401	GROVE BALL VALVE	E	C	5	F	N	04	6,754	7,634	7,634	2/6/2024	C	3/27/2024
4500363043	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	SPEED SENSOR	E	C	5	N	N	01	40,500	41,103	41,103	2/6/2024	C	3/12/2024
4500363046	RELEVANT INDUSTRIAL LLC HOUSTON, TX 77073	DEMIN FILTERS	E	C	5	N	N	02	24,669	24,669	24,669	2/6/2024	C	2/16/2024
4500363065	JAMES WALKER MFG CO INC GLENWOOD, IL 60425	WICKET GATE PACKING MATERIAL	E	C	5	F	N	01	32,675	32,675	32,675	2/6/2024	C	3/28/2024
4500363074	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	NESSUS PROFESSIONAL RENEWAL AND SUPPORT	E	C	5	N	04	01	17,481	17,481	17,481	2/7/2024	C	4/1/2024
4500363084 OGS-PT68860	SIEMENS INDUSTRY INC AMHERST, NY 14228	BMS CONTROLS UPGRADE	S	B	7	N	N	01			259,004		O	
4500363099	INTIVITY INC EAST ROCHESTER, NY 14445	FURNITURE	E	B	5	N	04	02	14,504	14,504	14,504	2/7/2024	C	2/13/2024
4500363101	BIDCO MARINE GROUP INC BUFFALO, NY 14210	TERN HABITAT MAINTENANCE	C	B		N	N	01	414,410	63,566	63,566	2/22/2024	O	2/21/2028
4500363124	BROWN'S FORD AND MERCURY INC AMSTERDAM, NY 12010	COLLISION REPAIR	S	C	6	N	N	03	5,831	5,831	5,831	2/8/2024	C	4/29/2024
4500363153	DIRECTOR'S DESK LLC NEW YORK, NY 10006	SOFTWARE - DIRECTORS DESK	I	1	6	N	N	01	28,757	28,757	28,757	1/31/2024	O	1/30/2025
4500363160	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	DESICCANT	E	C	5	F	N	02	17,664	17,664	17,664	2/8/2024	C	5/1/2024
4500363162	ANCHOR SEALS INC CORAOPOLIS, PA 15108	PACKING MATERIAL	E	C	5	F	N	02	5,000	5,000	5,000	2/8/2024	C	3/1/2024
4500363163	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	ROPER PUMP	E	C	5	F	N	01	6,267	6,267	6,267	2/8/2024	C	4/4/2024
4500363176 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	SECURITY SYSTEM SUPPORT	S	B	7	N	N	01			115,285		O	
4500363178	N C C SYSTEMS INC POTSDAM, NY 13676	FM 200 CYLINDER RECHARGED AND REINSTALLED AT RMPD	E	C	5	N	N	01	39,900	39,900	39,900	2/9/2024	C	4/24/2024
4500363182	FASTENAL COMPANY NIAGARA FALLS, NY 14304	SPREADER BEAMS	E	C	5	N	N	02	5,123	5,123	5,123	2/9/2024	C	3/11/2024
4500363210	DAVID WILSON DBA DOCUFI LLC DBA DOCUFI LLC SCOTTSDALE, AZ 85266	MAINTENANCE - IMAGERAMP	I	2	6	F	N	01	7,500	7,500	7,500	1/1/2024	C	12/31/2024
4500363222	BUREAU VERITAS NATIONAL ELEVATOR INSPECTION SERVICES INC INSPECTION SERVICES INC SAINT LOUIS, MO 63146	ANNUAL ELEVATOR ESCALATOR INSPECTION	S	C	5	N	N	01	6,735	5,632	5,632	2/12/2024	C	4/16/2024
4500363223	HADLEY EXHIBITS INC BUFFALO, NY 14207	EXHIBIT SERVICE AND MAINTENANCE	S	1	6	N	N	01	55,882	37,582	37,582	3/23/2024	O	3/23/2025
4500363228	THE RESEARCH FOUNDATION FOR SUNY ALBANY, NY 12201	SOFTWARE - CLIMATE-ENERGY SECTOR MODELING	I	1	8	N	N	01	830,110	139,660	139,660	1/1/2024	O	12/31/2025
4500363238	CITADEL ELECTRICAL SUPPLY CITADEL ELECTRICAL ACQUISITION LLC CITADEL ELECTRICAL ACQUISITION LLC PORT CHESTER, NY 10573	GROUND FAULT MONITOR	E	C	5	N	02	02	9,777	9,777	9,777	2/12/2024	C	3/4/2024
4500363280	OMICRON ELECTRONICS CORP USA HOUSTON, TX 77054	ANNUAL I AND C OMICRON EQUIPMENT CALIBRATION	S	1	5	F	N	01	24,596	17,450	17,450	2/13/2024	O	2/12/2025
4500363286	FUEL ONLY INC FOI LABROATORIES INC FOI LABROATORIES INC VANCOUVER, WA 98665	DIESEL TESTING CEC E2C2 NYEZ	E	B	5	F	N	01	5,791	5,791	5,791	2/13/2024	C	6/4/2024
4500363290	INDUSTRIAL ELECTRICAL AND TECHNICAL SERVICES INC (IETS) TECHNICAL SERVICES INC (IETS) LIMA, NY 14485	REFURBISH GE AK BREAKERS	S	C	5	F	N	02	48,578	48,578	48,578	2/13/2024	C	4/5/2024
4500363294	ALIANZA SERVICES LLC NYACK, NY 10960	FURNITURE	E	2	5	N	04	01	25,848	25,848	25,848	2/14/2024	C	9/1/2024
4500363295 OGS-PC69520	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	7	N	N	01			7,619		C	
4500363318	CORROSION PRODUCTS AND EQUIPMENT CORROSION PRODUCTS INC CORROSION PRODUCTS INC LINCOLN, RI 02865	REBUILD PUMP	E	C	6	N	N	02	11,800	0	0	2/14/2024	O	1/24/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500363324	TOWN OF WHITESTOWN RECEIVER OF TAXES RECEIVER OF TAXES WHITESBORO, NY 13492	STREET SWEEPER RENTAL	E	C	5	N	N	01	7,000	7,000	7,000	2/14/2024	C	7/19/2024
4500363327	CONTROL ASSOCIATES INC ALLENDALE, NJ 07401	CONTROL VALVE	E	C	6	N	N	03	17,178	17,178	17,178	2/14/2024	C	3/19/2024
4500363341	ELECTROSWITCH CORP WEYMOUTH, MA 02188	RELAY	E	C	6	F	N	03	5,194	5,194	5,194	2/15/2024	C	7/31/2024
4500363347	HEALTH LOGISTICS RN AND NP ADULT PASSPORT HEALTH OF NEW YORK STATE PASSPORT HEALTH OF NEW YORK STATE WILLIAMSVILLE, NY 14221	FLU SHOTS	S	2	8	N	N	01	55,825	49,950	49,950	2/15/2024	C	8/27/2024
4500363377 OGS-PS937AA	WASTE MANAGEMENT OF NY-UTICA UTICA, NY 13501	WASTE MANAGEMENT FOR	S	B	7	N	N	01			18,120		C	
4500363378	KELVION PRODUCTS INC ORANGE, CT 06477	INSTALLATION OF FULL LENGTH LINERS IN U25 OIL COOLERS	E	2	5	F	N	01	81,123	59,801	59,801	2/16/2024	C	4/25/2024
4500363379	CED BALDWIN HALL CO PHILADELPHIA, PA 19178	ROCKWELL AB PRIORITY CONNECT RENEWAL	E	1	5	N	N	01	5,832	5,832	5,832	2/16/2024	C	4/1/2024
4500363406	HOME TOWN HAULING AND RECYCLING LLC WORCESTER, NY 12197	WASTE MANAGEMENT	S	C	6	N	03	03	46,100	29,129	29,129	2/16/2024	O	2/14/2025
4500363415	LASTPASS US LP BOSTON, MA 02210	MAINTENANCE - BUSINESS LASTPASS	I	2	6	F	N	01	13,000	13,000	13,000	8/24/2022	C	8/23/2024
4500363416	REDVECTOR.COM LLC VECTOR SOLUTIONS VECTOR SOLUTIONS TAMPA, FL 33609	MAINTENANCE - LIVESAFE SOFTWARE	I	1	8	F	N	01	153,843	52,614	52,614	2/6/2024	O	2/5/2027
4500363417 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPMENT AND SERVICES	H	B	7	N	04	03			35,879		C	
4500363419	EPAUL DYNAMICS DBA FOR GUS PAUL SWIMMING POOLS INC DBA FOR GUS PAUL SWIMMING POOLS INC PORT WASHINGTON, NY 11050	DRUM PUMP FILTRATION PARTS	E	C	5	N	03	01	33,212	33,212	33,212	2/20/2024	C	5/10/2024
4500363425	HIRELI LLC MILFORD, DE 19963	GE OSKF123 TRANSFORMERS	E	B		N	03	04	106,642	0	0	2/20/2024	O	3/21/2025
4500363441	INDUSTRIAL ELECTRICAL AND TECHNICAL SERVICES INC (IETS) TECHNICAL SERVICES INC (IETS) LIMA, NY 14485	OIL SEPARATOR KITS AND FILTERS	E	C	5	N	N	01	15,838	15,838	15,838	2/20/2024	C	6/18/2024
4500363446	TEXAS LONE STAR CONTROLS INC DBA LONE STAR CONTROLS DBA LONE STAR CONTROLS CYPRESS, TX 77429	BOP CONTROLS SUPPORT	S	B		F	N	01	65,000	40,969	40,969	2/20/2024	O	2/19/2025
4500363462	ALABAMA METAL INDUSTRIES CORPORATIO AMICO AMICO BIRMINGHAM, AL 35208	FENCED BARRIER SYSTEM	E	2	8	F	N	01	278,000	130,651	130,651	2/20/2024	O	1/30/2025
4500363474 OGS-PC6951	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			8,773		C	
4500363488	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	COLLECTOR TUBES	E	C	5	F	N	01	10,128	10,128	10,128	2/21/2024	C	3/18/2024
4500363490	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	BACKFLOW PREVENTER	E	C	5	N	N	03	8,298	8,298	8,298	2/21/2024	C	3/21/2024
4500363519	D AND L INSTALLATIONS INC BOHEMIA, NY 11716	GAS COMPRESSOR PARTS	E	C	5	N	03	02	13,176	13,509	13,509	2/21/2024	C	3/19/2024
4500363524	STUART C IRBY CO LIVERPOOL, NY 13088	EXPANDING FOAM	E	C	5	N	N	04	6,925	6,925	6,925	2/22/2024	C	2/29/2024
4500363525	ELECTRICAL POWER PRODUCTS INC DES MOINES, IA 50321	SEQUENCE OF EVENTS RECORDERS	E	B		F	N	02	561,185	561,185	561,185	2/22/2024	C	8/20/2024
4500363534	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	DELL RUGGED LAPTOP COMPUTERS	E	C	5	N	04	01	26,216	26,216	26,216	2/22/2024	C	3/5/2024
4500363542 OGS-PT68879	UNLIMITED TECHNOLOGY INC HERNDON, VA 20170	SECURITY MAINTENANCE SERVICES	S	B	7	F	N	01			112,722		O	
4500363545 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			9,402		C	
4500363548	K CONNELLY CORP KINGS PARK, NY 11754	VALVES FOR OUTAGE	E	C	5	N	N	04	12,430	12,120	12,120	2/22/2024	C	3/23/2024
4500363559	ARTICULATE GLOBAL INC NEW YORK, NY 10001	SUBSCRIPTION - ARTICULATE 360	I	2	6	N	N	01	39,872	13,291	13,291	4/3/2024	O	4/2/2027
4500363560	NOVEM INC DBA THINKRELIABILITY DBA THINKRELIABILITY HOUSTON, TX 77230	CAUSE MAP INVESTIGATION SERVICES	S	1	5	F	N	01	25,000	15,800	15,800	2/23/2024	O	2/22/2025
4500363563	STARK EQUIPMENT LLC STARK TECHNOLOGIES GROUP LLC STARK TECHNOLOGIES GROUP LLC TONAWANDA, NY 14150	THERMAL MANAGEMENT SYSTEM	E	C	5	N	N	01	24,920	21,920	21,920	2/22/2024	O	2/21/2025
4500363582 OGS-PT68878	CONVERGINT TECHNOLOGIES LLC CHICAGO, IL 60678	SECURITY MAINTENANCE SERVICES	S	B	7	N	N	01			47,873		O	
4500363584	JOHN W DANFORTH CO TONAWANDA, NY 14150	SPARE AT SR CONNEX BOX ROOF REPAIR	E	B		N	N	01	162,207	0	0	2/23/2024	O	3/30/2025
4500363590	TURBINE TRENDS LLC SPOTSWOOD, NJ 08884	CLAM SHELL BOLTS	E	C	5	F	N	01	14,995	15,128	15,128	2/23/2024	C	5/2/2024
4500363595	AMERICAN SAFETY UTILITY CORP SHELBY, NC 28152	HV MATERIAL TESTING AND REPLACEMENT SERVICES	S	C	5	F	N	03	23,074	13,756	13,756	3/1/2024	O	2/28/2025
4500363601	ROCHEM TECHNICAL SERVICES LTD TORRANCE, CA 90503	FRYEWASH	E	C	5	F	N	01	7,165	7,165	7,165	2/23/2024	C	12/27/2024
4500363630	ZPRYME LLC AUSTIN, TX 78701	VR EXPERIENCE BOOTH AND VIDEO	H	2	8	N	N	01	98,000	83,000	83,000	2/26/2024	O	2/25/2025
4500363635	POWELL ELECTRICAL SYSTEMS INC HOUSTON, TX 77075	ISO PHASE INSPECTION AND REPAIR SERVICE	S	C	5	N	N	01	29,224	0	0	2/26/2024	C	12/5/2024
4500363641	ESS-KAY YARDS INC BREWERTON, NY 13029	LIFE RAFTS	E	C	5	N	N	02	12,717	12,717	12,717	2/26/2024	C	4/17/2024
4500363650 OGS-PS910AA	FILCO CARTING CORP BROOKLYN, NY 11207	SCPPS GENERAL TRASH REMOVAL	S	B	7	N	N	01			7,919		O	
4500363666	EARTHCAM INC UPPER SADDLE RIVER, NJ 07458	SECURITY CAMERA FOR SITES UNDER THE EVSE PROGRAM	H	C	5	F	N	01	9,790	9,790	9,790	2/8/2024	O	2/8/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500363692	ALIANZA SERVICES LLC NYACK, NY 10960	FURNITURE	E	2	8	N	04	01	100,000	13,234	13,234	2/27/2024	O	2/26/2025
4500363703	TRIVIUM INTERACTIVE LLC BOSTON, MA 02110	EXHIBITS SERVICE AND MAINTENANCE	S	1	8	F	N	01	314,119	291,001	291,001	1/1/2024	C	12/31/2024
4500363714	MEDIAMATION INC TORRANCE, CA 90505	WARRANTY AND SUPPORT	S	1	5	F	N	01	13,410	13,325	13,325	3/24/2024	O	3/23/2025
4500363718	STUART C IRBY CO FULTON, NY 13069	LINKS YOKE PLATE	E	C	6	N	N	03	14,129	14,129	14,129	2/28/2024	C	11/14/2024
4500363727	SHRIER-MARTIN PROCESS EQUIPMENT INC LIMA, NY 14485	BASKETS	E	C	6	N	N	03	5,956	6,146	6,146	2/28/2024	C	3/12/2024
4500363740	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	MAINTENANCE - ADOBE SIGN	I	2	8	F	03	01	138,487	138,487	138,487	2/22/2024	O	2/21/2025
4500363794	AIRTEK INC N HUNTINGDON, PA 15642	AIR COMPRESSOR REBUILDS	E	2	5	F	N	01	30,000	23,178	23,178	2/29/2024	C	12/30/2024
4500363801	BENTLY NEVADA LLC BAKER HUGHES HOLDINGS LLC BAKER HUGHES HOLDINGS LLC MINDEN, NV 89423	RM06 SENSOR DEPLOYMENT	S	1	8	N	N	01	248,007	128,456	128,456	3/31/2024	O	3/20/2025
4500363804	NORTHEAST METROLOGY CORP DEPEW, NY 14043	MACHINIST TOOL CALIBRATIONS	S	C	5	N	N	02	9,977	9,977	9,977	2/29/2024	C	9/25/2024
4500363805	SPIEL ASSOCIATES INC GARDEN CITY PARK, NY 11040	GRAPHIC WHIZAD PT 8336SCC	E	2	8	N	N	01	39,355	39,355	39,355	2/29/2024	C	4/30/2024
4500363834 OGS-PC68931	DEJANA TRUCK AND UTILITY EQUIPMENT COMPANY LLC EQUIPMENT COMPANY LLC KINGS PARK, NY 11754	TRUCK CAP	E	B	7	N	N	01			9,918		C	
4500363869	CRITICAL PATH INTEGRATORS LLC SYRACUSE, NY 13206	CONFERENCE ROOM UPGRADE	H	2	8	N	04	01	54,027	48,867	48,867	3/3/2024	O	3/2/2025
4500363870 OGS-PC70278	PRENTICE OFFICE ENVIRONMENTS INC BUFFALO, NY 14202	FURNITURE	E	B	7	N	03	01			12,932		O	
4500363871	ARCADIA POWER INC GREENWOOD VILLAGE, CO 80111	SUBSCRIPTION AND SERVICES - ARCADIA	I	2	8	F	N	01	66,000	66,000	66,000	1/1/2024	C	12/31/2024
4500363882	RELEVANT INDUSTRIAL LLC HOUSTON, TX 77073	DUPLEX FILTERS	E	C	5	N	N	03	21,480	21,480	21,480	3/4/2024	C	3/12/2024
4500363889	FLUID FLOW PRODUCTS INC INDUSTRIAL PROCESS SOLUTIONS INDUSTRIAL PROCESS SOLUTIONS CHARLOTTE, NC 28217	ELEMENT FILTERS	E	C	5	F	N	03	7,897	7,897	7,897	3/4/2024	C	7/9/2024
4500363892	CAN USA INC HACKENSACK, NJ 07601	ROPE ACCESS SCALING AND SLOPE MAINTENANCE	S	B		N	N	01	105,000	102,000	102,000	3/4/2024	C	5/21/2024
4500363910	GREEN ENERGY RESOURCES LLC EV OPTIONS LLC EV OPTIONS LLC CARDIFF, CA 92007	INTERNATIONAL AUTO SHOW	S	2	6	N	N	01	38,330	38,330	38,330	3/4/2024	C	4/30/2024
4500363924	MAC CONSULTING LP DBA ALLIANCE CONSULTING GROUP DBA ALLIANCE CONSULTING GROUP PLANO, TX 75074	2023 NBV REPORTING	S	2	5	F	N	01	25,000	17,813	17,813	4/1/2024	O	3/31/2025
4500363940	LUCCAH CONSULTING LLC AJLA ANTONUCCI AJLA ANTONUCCI NEW YORK, NY 10007	MOBILE DTE 25	E	C	5	N	09	02	28,032	28,032	28,032	3/5/2024	C	4/1/2024
4500363948	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	FLOW VALVE	E	C	5	N	N	01	6,800	6,800	6,800	3/5/2024	C	5/23/2024
4500363956	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	DEWPOINT PROBE	E	C	5	N	N	01	7,947	7,973	7,973	3/5/2024	C	5/23/2024
4500363961	CITADEL ELECTRICAL SUPPLY CITADEL ELECTRICAL ACQUISITION LLC CITADEL ELECTRICAL ACQUISITION LLC PORT CHESTER, NY 10573	MISCELLANEOUS DETECTOR	E	C	5	N	02	02	11,059	11,059	11,059	3/5/2024	C	7/3/2024
4500363965	MILLER ENERGY INC DBA FOR H M MILLER SALES CO DBA FOR H M MILLER SALES CO SOUTH PLAINFIELD, NJ 07080	TRANSMITTER	E	C	5	N	N	01	10,588	10,618	10,618	3/5/2024	C	7/3/2024
4500363968	VAISALA INC LOUISVILLE, CO 80027	METEROLOGY SENSOR STATIONS	E	1	5	F	N	01	33,969	22,204	22,204	3/5/2024	O	3/5/2025
4500363983	DOCPOINT SOLUTIONS LLC FULTON, MD 20759	MAINTENANCE - NINTEX	I	B	2	F	N	01	118,612	118,612	118,612	2/28/2024	O	2/27/2025
4500363993	SAF-GARD SAFETY SHOE COMPANY GREENSBORO, NC 27407	SAFETY FOOTWARE EVENT	E	C	5	F	N	04	14,000	13,812	13,812	3/6/2024	O	6/3/2025
4500363994	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	MAINTENANCE - ACRONIS BACKUP AND MCAFEE ANTIVIRUS	I	C		N	04	05	76,676	76,676	76,676	3/6/2024	C	4/9/2024
4500364010	HOFFMAN BOOTS INC KELLOGG, ID 83837	SAFETY FOOTWEAR SHOEMOBILE	E	C	5	F	N	04	5,000	3,277	3,277	3/6/2024	O	6/3/2025
4500364012	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	SAFETY FOOTWEAR SHOEMOBILE	E	C	5	N	N	04	14,000	9,910	9,910	3/6/2024	O	6/3/2025
4500364019 OGS-PC70281	STEELCASE INC C/O PRENTICE OFFICE ENVIRONMENTS C/O PRENTICE OFFICE ENVIRONMENTS GRAND RAPIDS, MI 49508	FURNITURE	E	B	7	F	N	01			203,105		O	
4500364024	BUFFALO INDUSTRIAL CHEMICALS INC NORTH TONAWANDA, NY 14120	COOLING TOWER TREATMENT PROGRAM	S	C	5	N	N	01	19,440	17,065	17,065	3/7/2024	O	3/7/2025
4500364057	LARSON ELECTRONICS LLC CONTROLLING FACTOR LP CONTROLLING FACTOR LP KEMP, TX 75143	77243 STOCK	E	B		N	N	02	48,559	48,559	48,559	3/7/2024	C	10/24/2024
4500364074	WELLS TECHNOLOGY INC BEMIDJI, MN 56601	SANDPIPER BALL VALVE PUMPS	E	C	5	N	04	03	9,808	9,808	9,808	3/8/2024	C	3/15/2024
4500364075	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	HP Z4 G5 WORKSTATION	E	C	5	N	04	02	12,355	12,355	12,355	3/8/2024	C	3/22/2024
4500364082	PROFESSIONAL FLIGHT MANAGEMENT INC CARY, NC 27513	MAINTENANCE - PROFESSIONAL FLIGHT MANAGER	I	1	6	F	N	01	21,121	21,121	21,121	3/1/2024	O	2/28/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500364095	SUE STEELE LANDSCAPE ARCHITECTURE PLLC PLLC FAIRPORT, NY 14450	POWER VISTA GARDEN CONSTRUCTION SUPERVISION	S	2	5	N	03	01	15,752	15,752	15,752	9/3/2024	C	10/31/2024
4500364096	D AND L INSTALLATIONS INC BOHEMIA, NY 11716	AIR COMPRESSOR PARTS	E	C	5	N	03	02	14,127	14,458	14,458	3/8/2024	C	3/21/2024
4500364104	PUTNEY TREE SERVICE LLC WADDINGTON, NY 13694	VEGETATION REMOVAL SERVICES	S	2	5	N	N	01	6,000	6,000	6,000	3/8/2024	C	3/8/2024
4500364114	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	HITACHI ANNUAL MAINTENANCE	H	2	6	F	03	01	18,209	18,209	18,209	12/1/2023	C	11/30/2024
4500364119	BUFFALO HYDRAULIC JACK SERVICE BUFFALO, NY 14211	HYDRAULIC CYLINDERS AND SPREADERS	E	C	5	F	N	06	7,946	7,946	7,946	3/11/2024	C	3/18/2024
4500364120	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	SCR FLOW METER	E	B	5	F	N	01	34,809	34,896	34,896	3/11/2024	C	5/23/2024
4500364141	KIPER LLC KIPER MOVING AND TRANSPORATION KIPER MOVING AND TRANSPORATION BUFFALO, NY 14208	MOVING SERVICES - BUFFALO OFFICES	S	2	5	N	04	01	5,184	4,890	4,890	3/11/2024	C	9/17/2024
4500364153	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	FAULT RECORDER	E	C	5	F	N	01	45,652	45,652	45,652	3/12/2024	C	8/20/2024
4500364154 OGS-PC70219	JASPER SEATING COMPANY INC C/O PRENTICE OFFICE ENVIRONMENTS C/O PRENTICE OFFICE ENVIRONMENTS JASPER, IN 47546	FURNITURE	E	B	7	F	N	01			6,887		C	
4500364164	SPICER ART CONSERVATION LLC DELMAR, NY 12054	MUSEUM CONSERVATOR	P	C	5	N	N	01	10,000	5,049	5,049	3/13/2024	O	2/28/2025
4500364172 OGS-PT68860	SIEMENS INDUSTRY INC AMHERST, NY 14228	VFD CONTROLS SYSTEM UPGRADES	S	B	7	N	N	01			21,722		C	
4500364183	PROJECT MANAGEMENT SOLUTIONS INC SPRINGBORO, OH 45066	MANAGEMENT SERVICES PROJECT HUB PROGRAM LEADERSHIP	P	2	8	N	N	01	250,000	250,000	250,000	3/25/2024	O	3/24/2025
4500364197	GROVE ROOFING SERVICES INC BUFFALO, NY 14220	ROOF REPLACEMENT	C	B		N	N	02	1,310,111	1,099,045	1,099,045	3/25/2024	O	3/24/2025
4500364201 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			7,352		C	
4500364207	MYLES TOOL CO INC SANBORN, NY 14132	TAPERED PIN REAMER	E	1	5	F	N	01	6,300	6,300	6,300	3/13/2024	C	5/29/2024
4500364208 OGS-PC69030	SAFEWARE INC LANHAM, MD 20706	SKYDIO SAFE SYSTEM SERVICES PHASE 2 BVLOS	R	B	7	N	N	01			0		O	
4500364233	CRITICAL PATH INTEGRATORS LLC SYRACUSE, NY 13206	AV EQUIPMENT AND INSTALLATION SERVICES	H	2	5	N	04	01	43,834	41,996	41,996	3/13/2024	O	3/12/2025
4500364252	ATI TRUCKING LLC PITTSBURGH, PA 15275	POLE DELIVERY	S	C	6	F	N	01	9,850	9,850	9,850	3/14/2024	C	4/12/2024
4500364255	REPCO INDUSTRIES INC UNION SPRINGS, NY 13160	FLASHBOARD PINS	E	C	6	N	N	01	39,840	39,840	39,840	3/14/2024	C	10/18/2024
4500364256	BRONSTEIN CONTAINER CO INC JAMESVILLE, NY 13078	STEEL DRUM	E	C	5	N	N	03	13,485	13,485	13,485	3/14/2024	C	4/17/2024
4500364279	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	DECK JOINT CAULK	E	C	5	F	N	01	6,214	6,331	6,331	3/15/2024	C	6/18/2024
4500364307	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	RELAY GE BREAKER MANAGEMENT	E	C	5	N	04	01	10,997	10,997	10,997	3/15/2024	C	4/3/2024
4500364336	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	HEATER	E	C	5	F	N	02	11,830	12,712	12,712	3/16/2024	C	5/3/2024
4500364337	AVIATION POWER AND MARINE LLC LAKELAND, FL 33805	SPEED CABLES	E	C	5	F	N	02	6,240	6,252	6,252	3/16/2024	C	4/1/2024
4500364362	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	CELL BOOSTER	E	B	6	N	N	01	16,541	16,541	16,541	3/18/2024	C	4/16/2024
4500364364	HAMBURG OVERHEAD DOOR INC HAMBURG, NY 14075	FIRE DOOR REPLACEMENT	C	C	5	N	N	01	30,089	30,089	30,089	3/18/2024	C	11/1/2024
4500364367	CORROSION PRODUCTS AND EQUIPMENT CORROSION PRODUCTS INC CORROSION PRODUCTS INC LINCOLN, RI 02865	BUTTERFLY VALVE	E	C	6	N	N	01	38,390	0	0	3/18/2024	O	3/17/2025
4500364369	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	DRYING AGENT	E	C	5	N	N	02	8,880	8,880	8,880	3/18/2024	C	4/17/2024
4500364376	WESCO DISTRIBUTION INC HAUPPAUGE, NY 11788	CIRCUT BREAKERS	E	C	5	F	N	04	33,024	33,024	33,024	3/18/2024	C	3/27/2024
4500364427	DD CUES LLC WEST POINT, NY 10996	THIRD PARTY RISK MITIGATION AND SECURITY ASSESSMENTS	P	2	8	N	02	01	375,000	223,091	223,091	3/19/2024	O	3/18/2025
4500364428	BUFFALO METROLOGY INC BUFFALO, NY 14218	ON-SITE LASER METROLOGY	S	2	8	N	N	01	75,000	33,436	33,436	3/19/2024	O	3/18/2025
4500364449 OGS-PC70057	COOPERFRIEDMAN ELECTRIC SUPPLY CO INC CO INC CRANBURY, NJ 08512	JARVIS FIRE ALARM UPGRADE	E	B	7	F	N	01			5,092		C	
4500364450	SHOW SAGE LLC FRANKLIN PARK, IL 60131	WATCHOUT THEATRE UPGRADE	E	1	5	F	N	01	16,990	16,990	16,990	3/20/2024	C	11/1/2024
4500364468	US DEPT OF AGRICULTURE (USDA) ANIMAL AND PLANT HEALTH INSPECTIO ANIMAL & PLANT HEALTH INSPECTIO RENSSELAER, NY 12144	NUISANCE WILDLIFE SERVICES	S	2	5	F	N	01	37,216	7,240	7,240	3/20/2024	O	3/19/2025
4500364505	DANDS CAPITAL REAL ESTATE III, LLC BUFFALO, NY 14202	LEASEHOLD IMPROVEMENTS	C	2	8	N	N	01	101,667	79,534	79,534	3/21/2024	O	3/20/2025
4500364525	MEGGER AVO MULTI-AMP CORP AVO MULTI-AMP CORP DALLAS, TX 75211	INSULATION DIAGNOSTIC ANALYZER	E	B		F	N	02	56,465	56,552	56,552	3/21/2024	C	5/20/2024
4500364535 OGS-PC6952	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	7	N	N	01			6,070		C	
4500364544	STUART C IRBY CO FULTON, NY 13069	YOKOGAWA CHART RECORDER - SPARE PART	E	B	5	N	N	02	27,864	27,864	27,864	3/22/2024	C	6/5/2024
4500364564	CONTROL ASSOCIATES INC ALLENDALE, NJ 07401	SCR CONTROL VALVE	E	C	5	F	N	02	17,178	17,178	17,178	3/22/2024	C	5/3/2024

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500364566	AFL TELECOMMUNICATIONS LLC C/O METROWEST ELECTRIC SALES INC C/O METROWEST ELECTRIC SALES INC WESTBOROUGH, MA 01581	AFL DEADEND ASSEMBLY	E	B	5	F	N	04	14,643	0	0	3/22/2024	O	2/3/2025
4500364575	PRO-TECH SOLUTIONS LLC ALLENDALE, NJ 07401	PRESSURE TRANSMITTER	E	C	5	F	N	02	9,450	9,464	9,464	3/22/2024	C	7/9/2024
4500364614	MORRISONVILLE SEPTIC LLC CADYVILLE, NY 12918	RYAN AND DULEY PORTABLE TOILETS	E	C	5	N	N	02	5,280	3,520	3,520	4/4/2024	O	4/3/2025
4500364621	DMC POWER INC CARSON, CA 90746	DMC SWAGELOK PARTS	E	1	5	N	N	01	7,563	7,563	7,563	3/26/2024	C	7/22/2024
4500364645	J A LEE ELECTRIC SERVICES LLC EAST HANOVER, NJ 07936	ASCO TRANSFER SWITCH SERVICE	S	C	5	F	N	01	7,900	0	0	3/27/2024	O	3/26/2025
4500364662	ALEXANDER APPLIED RESEARCH ASSOCIATES LLC ASSOCIATES LLC BELLEVUE, WA 98007	MAINTENANCE - WHOIAM ENGAGEMENT CIAM	I	2	5	N	N	01	28,000	16,000	16,000	4/1/2024	C	12/31/2024
4500364679	ABDOO SECURITY AND AUTOMATION INC UTICA, NY 13502	JARVIS FIRE ALARM	E	1	5	N	N	01	22,650	22,650	22,650	3/28/2024	C	4/4/2024
4500364683 OGS-PC7013	CARGILL INC SALT, ROAD SAFETY SALT, ROAD SAFETY NORTH OLMSTED, OH 44070	SALT	E	B	7	F	N	01			5,113		C	
4500364690	MOLEY MAGNETICS INC LOCKPORT, NY 14094	MOTOR REFURBISHMENT	S	B		N	N	01	50,000	16,508	16,508	3/28/2024	O	3/27/2025
4500364703	EMERICK ASSOCIATES INCORPORATED COHOES, NY 12047	PUMP	E	C	6	N	N	02	5,617	6,058	6,058	3/28/2024	C	6/11/2024
4500364705	EAGLE EYE POWER SOLUTIONS LLC MEQUON, WI 53092	BATTERY MONITORING AND SERVICE	S	2	5	N	N	01	21,124	0	0	3/28/2024	O	2/2/2025
4500364742	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	OMNITRON PARTS	E	C	5	F	02	04	8,235	8,235	8,235	4/1/2024	C	5/28/2024
4500364743	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	CRANE PARTS	E	C	6	N	N	01	8,188	8,188	8,188	4/1/2024	C	7/3/2024
4500364744	DMJ PROPERTY SERVICES INC AMHERST, NY 14226	OFF SITE MOWING AND MAINTENANCE SERVICES	S	B		N	N	04	28,710	28,710	28,710	4/1/2024	C	12/23/2024
4500364745 OGS-PM20860	PKA TECHNOLOGIES INC MONTVALE, NJ 07645	MAINTENANCE - HP PROACTIVE INSIGHT	I	B	7	F	03	04			44,730		O	
4500364749	DESTINATION KIA OF UTICA DK OF UTICA LLC DK OF UTICA LLC YORKVILLE, NY 13495	KIA EV9	E	B		N	N	01	62,500	62,500	62,500	4/5/2024	C	4/22/2024
4500364757	BAKER TANKHEAD INC DBA FOR BA-KER TANK HEAD INC DBA FOR BA-KER TANK HEAD INC FORT WORTH, TX 76177	PONTOON END CAPS	E	C	5	F	N	02	8,181	8,181	8,181	4/1/2024	C	4/10/2024
4500364758	GUIDEHOUSE INC MCLEAN, VA 22102	SUBSCRIPTION - MICROGAD	I	2	6	F	N	01	6,000	6,000	6,000	9/1/2022	C	8/31/2024
4500364795	VEOLIA WTS USA INC TREVOSE, PA 19053	BROMINE	E	C	5	N	N	01	14,210	14,210	14,210	4/3/2024	C	8/9/2024
4500364805	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	MAINTENANCE - ARMORTEXT	I	2	5	N	03	01	44,850	44,850	44,850	3/25/2024	O	3/24/2025
4500364817	ALTA ENTERPRISES LLC ALTA MATERIAL HANDLING ALTA MATERIAL HANDLING LIVONIA, MI 48150	FLYNN FORKLIFT RENTAL	E	C	5	N	N	01	24,000	14,038	14,038	4/3/2024	O	3/30/2025
4500364822 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			6,416		C	
4500364838	CEMTEK SYSTEMS INC OCEAN, NJ 07712	NH3 CONVERTER	E	C	5	F	N	01	7,619	7,633	7,633	4/4/2024	C	12/19/2024
4500364869	COOPERFRIEDMAN ELECTRIC SUPPLY CO INC CO INC CRANBURY, NJ 08512	SONEPAR RTDS	E	C	5	N	N	01	12,432	12,432	12,432	4/5/2024	C	6/18/2024
4500364919	GARDEN STATE ENGINE AND EQUIPMENT CO INC EQUIPMENT CO INC SOMERVILLE, NJ 08876	CLAM BUCKET	E	C	6	F	N	01	10,838	10,838	10,838	4/8/2024	C	7/23/2024
4500364938	HITACHI ENERGY USA INC RALEIGH, NC 27606	PRESSURE RELEASE VALVES AND SENSORS	E	C	5	N	N	01	7,558	6,126	6,126	4/9/2024	C	12/31/2024
4500364942	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	HEADCOVER BEARINGS	E	C	5	F	N	01	33,862	33,862	33,862	4/9/2024	C	9/5/2024
4500364950	GRASP TECHNOLOGIES LLC DUBLIN, OH 43017	MAINTENANCE - GRASPCLOUD	I	B	5	F	N	01	11,652	11,652	11,652	1/1/2024	C	12/31/2024
4500364971	FLUID FLOW PRODUCTS INC INDUSTRIAL PROCESS SOLUTIONS INDUSTRIAL PROCESS SOLUTIONS CHARLOTTE, NC 28217	LUBE OIL FILTERS	E	C	5	F	N	04	5,400	5,490	5,490	4/9/2024	C	5/15/2024
4500364972	KEYSIGHT TECHNOLOGIES INC SANTA ROSA, CA 95403	MAINTENANCE - EXATA COMMUNICATION EMULATOR	I	1	6	F	N	01	23,595	23,595	23,595	7/10/2024	O	7/9/2025
4500364974	INDUSTRIAL HANDLING SERVICES INC GLENVILLE, NY 12325	THRUSTER BRAKES	E	B		N	N	02	50,091	50,091	50,091	4/10/2024	C	7/10/2024
4500364975	KELLEY FARM AND GARDEN INC COBLESKILL, NY 12043	LUMBER	E	B	6	N	N	03	5,158	5,158	5,158	4/10/2024	C	4/29/2024
4500364981 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			7,858		C	
4500365015	INTIVITY INC EAST ROCHESTER, NY 14445	FLUSH MOUNTING LIGHTING	E	C	5	F	04	06	8,383	8,383	8,383	4/10/2024	C	7/1/2024
4500365077	SMIT TRANSFORMATOREN BV DBA FOR ROYAL SMIT TRANSFORMERS BV DBA FOR ROYAL SMIT TRANSFORMERS BV NIJMEGEN 02 NETHERLANDS	GASKETS	E	C	5	F	N	01	19,000	19,000	19,000	4/11/2024	C	7/5/2024
4500365099 OGS-PC69520	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	7	N	N	01			10,807		C	
4500365120	PRENTICE OFFICE ENVIRONMENTS INC BUFFALO, NY 14202	FURNITURE	S	2	5	N	03	01	13,719	13,719	13,719	4/12/2024	C	6/25/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500365129	BC CLEANING DBA FOR BOGASIAN CARPET CO INC DBA FOR BOGASIAN CARPET CO INC MASSENA, NY 13662	CERAMIC TILE	E	C	5	N	N	01	7,950	7,950	7,950	4/15/2024	C	10/31/2024
4500365195 OGS-PM20940	ORACLE AMERICA INC ROCKLIN, CA 95765	MAINTENANCE - ORACLE PRIMAVERA	I	B	7	F	N	01			185,956		O	
4500365211	GE ENERGY MANAGEMENT SERVICES LLC DBA FOR GRID SOLUTIONS (US) LLC DBA FOR GRID SOLUTIONS (US) LLC ATLANTA, GA 30339	KELMAN ANALYZER	E	C	5	F	N	02	44,610	44,610	44,610	4/17/2024	C	9/12/2024
4500365239	SCHOOLHOUSE CONSTRUCTION SERVICES LLC LLC DELHI, NY 13753	PROPERTY MANAGEMENT SERVICES	S	B	6	N	N	03	70,350	25,174	25,174	5/1/2024	O	4/30/2025
4500365244 OGS-PT68817	JOHNSON CONTROLS INC EAST SYRACUSE, NY 13057	ADA INTERCOM EQUIPMENT	E	B	7	N	N	01			0		C	
4500365245	GE RENEWABLES US LLC GREENWOOD VILLAGE, CO 80111	STOCK SHEAR PINS	E	B		F	N	01	78,514	78,514	78,514	4/17/2024	C	10/17/2024
4500365272	CORROSION PRODUCTS AND EQUIPMENT INC COLONIE, NY 12205	PACKING MATERIAL	E	C	6	N	N	03	29,188	29,317	29,317	4/18/2024	C	5/7/2024
4500365276	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	LIGNUM VITAE BEARING	E	C	6	N	N	03	29,349	29,349	29,349	4/18/2024	C	5/15/2024
4500365277	LION FIRST RESPONDER PPE INC DAYTON, OH 45414	DIGITAL FIRE EXTINGUISHER SYSTEM	E	B	5	F	N	01	14,787	14,787	14,787	4/18/2024	C	4/30/2024
4500365278 OGS-PS68202	DELL MARKETING LP ASAP SOFTWARE ACQUIRED BY DELL NOV ASAP SOFTWARE ACQUIRED BY DELL NOV ROUND ROCK, TX 78682	MAINTENANCE - MICROSOFT AZURE	I	B	7	F	N	01			610,017		C	
4500365284 OGS-PC69967	BARRETT PAVING MATERIALS INC LIVERPOOL, NY 13090	SWITCHYARD ROADWAY PAVING	C	B	7	N	N	01			33,632		C	
4500365286	GENERAL WELDING SUPPLY CORP WESTBURY, NY 11590	NITROGEN TRAILER RENTAL AND GAS	E	2	8	N	N	01	110,000	34,760	34,760	4/19/2024	O	4/18/2025
4500365303	SEAWAY TIMBER HARVESTING INC MASSENA, NY 13662	CRANE PARTS	E	C	5	N	N	01	12,062	12,062	12,062	4/19/2024	C	4/24/2024
4500365305	ECHELON DISTRIBUTION LLC AUBURN, CA 95603	INDUSTRIAL MATERIAL	E	C	5	F	02	03	35,012	35,012	35,012	4/19/2024	C	7/3/2024
4500365335	SIEMENS ENERGY INC ORLANDO, FL 32826	MAINTENANCE - SIEMENS ENERGY SERVICE	I	1	8	F	N	01	129,155	129,155	129,155	1/1/2024	C	12/31/2024
4500365343	QUALITY AND ASSURANCE TECHNOLOGY CORP CORP MOUNT SINAI, NY 11766	MAINTENANCE - VMWARE SALTSTACK	I	2	8	N	04	01	262,080	262,080	262,080	4/29/2024	O	4/28/2025
4500365347	GRACON LLC LAFAYETTE, CO 80026	O-RINGS AND PACKING	E	C	6	F	N	04	17,480	17,480	17,480	4/22/2024	C	10/25/2024
4500365348	SAFESPAN SCAFFOLDING LLC TONAWANDA, NY 14150	PERMANENT SCAFFOLDING	E	C	5	N	N	01	11,558	11,558	11,558	4/22/2024	C	9/4/2024
4500365352	DILO COMPANY INC ODESSA, FL 33556	DILO TOUCH SCREEN	E	C	5	F	N	01	17,122	17,122	17,122	4/22/2024	C	8/2/2024
4500365378	THUNDERCAT TECHNOLOGY LLC RESTON, VA 20190	MAINTENANCE - GOOGLE CLOUD FOUNDATION	I	2	5	F	02	01	20,850	0	0	4/24/2024	O	4/23/2025
4500365386	STUART C IRBY CO FULTON, NY 13069	HILTI CORE DRILL	E	C	5	N	N	03	7,610	7,610	7,610	4/23/2024	C	6/12/2024
4500365412	CHARGIFI INC KADENCE KADENCE CLEARWATER, FL 33762	MAINTENANCE - KADENCE HOTELING DESK BOOKING APP	I	C	5	F	N	08	25,000	13,860	13,860	4/30/2024	O	8/30/2025
4500365413	GRADE A PETROLEUM CORP VALLEY STREAM, NY 11580	OILS STOCK	E	C	5	F	N	01	48,015	48,105	48,105	4/23/2024	C	5/22/2024
4500365415	ZIRO TECHNOLOGIES INC MONTREAL PQ CANADA	SUBSCRIPTION - ZIRO	I	1	6	F	N	01	20,188	20,188	20,188	1/1/2024	C	12/31/2024
4500365439	KELLY SALES CORP MADRID, NY 13660	DOOR REPLACEMENTS AT PLATTSBURGH SUBSTATION AND MASSENA SUBSTATION	E	C	5	N	N	01	41,270	41,270	41,270	4/24/2024	C	8/7/2024
4500365442	GARRISON SYSTEMS LLC GARRISON FLOOD CONTROL GARRISON FLOOD CONTROL NEW YORK, NY 10021	ASTORIA FLOOD BARRIERS	E	B		N	N	02	110,000	107,785	107,785	4/24/2024	C	12/5/2024
4500365460 OGS-PS69147	AUTOMOTIVE RENTALS INC HOLMAN HOLMAN MOUNT LAUREL, NJ 08054	AERIAL LIST INSPECTIONS	S	B	7	F	N	01			16,674		O	
4500365471	WHITE CAP L.P WHITE CAP CONSTRUCTION SUPPLY WHITE CAP CONSTRUCTION SUPPLY ORLANDO, FL 32802	GEOTEXTILE	E	C	6	F	N	02	5,156	5,156	5,156	4/25/2024	C	5/15/2024
4500365474 OGS-PC69048	DENOOYER CHEVROLET INC ALBANY, NY 12205	CHEVY SILVERADO EV	E	B	7	N	N	02			79,958		C	
4500365477	RED WING BRANDS OF AMERICA INC RED WING SHOES RED WING SHOES RED WING, MN 55066	SAFETY FOOTWEAR SHOEMOBILE	E	C	5	F	N	03	24,000	19,569	19,569	4/25/2024	O	6/3/2025
4500365480	UNITED PAVING CORP EAST NORWICH, NY 11732	ASTORIA ASPHALT REPAIRS	E	B		N	N	07	52,000	52,000	52,000	4/25/2024	C	7/23/2024
4500365495	BAKER BOHNERT LLC LOUISVILLE, KY 40299	INSULATION PILLOWS	E	C	5	F	N	01	8,534	9,224	9,224	4/26/2024	C	6/25/2024
4500365519	CONTINENTAL BRAKE EQUIPMENT CO INC SAINT CHARLES, IL 60175	BRAKE SHOES	E	C	5	F	N	01	20,850	20,850	20,850	4/26/2024	C	9/30/2024
4500365529	METHOD LIMITED TE ARO WLG NEW ZEALAND	WASTE BINS	E	2	8	F	N	01	150,000	16,686	16,686	4/26/2024	O	4/10/2027
4500365533 OGS-PC6951	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			5,670		C	
4500365535	MERLINONE LLC ATLANTA, GA 30326	MAINTENANCE - MERLINONE	I	1	6	F	N	01	30,992	30,992	30,992	1/1/2024	C	12/31/2024
4500365536	OZKAR SERVICES LLC ISLIP, NY 11751	HARDWARE - CYBER FORENSIC THREAT AND VULNERABILITY MGMT	H	2	6	N	10	01	16,744	8,933	8,933	4/29/2024	C	12/30/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500365565	HANES SUPPLY INC BUFFALO, NY 14206	SHACKLES ENDLINKS	E	C	5	F	N	01	20,968	20,968	20,968	4/29/2024	C	5/13/2024
4500365566 OGS-PS69147	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	ANNUAL OSHA INSPECTIONS	S	B	7	N	N	01			0		O	
4500365580	PALADINO CONCRETE CREATIONS CORP MOUNT VERNON, NY 10550	ON-CALL MASONRY SERVICES	C	2	8	N	03	01	100,000	0	0	6/1/2024	O	5/31/2025
4500365584	SUNY COLLEGE OF AGRICULTURE AT COBLESKILL COBLESKILL COBLESKILL, NY 12043	FISH STOCKING	E	2	6	N	N	01	17,000	17,000	17,000	4/30/2024	C	11/20/2024
4500365597	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	UPS UPGRADE	H	2	8	N	04	01	77,400	77,400	77,400	4/30/2024	C	7/31/2024
4500365609	CROSS MACHINE INC BERLIN, NH 03570	TRASK RACK OVERHAUL	S	1	6	F	N	01	35,103	0	0	4/30/2024	O	4/29/2025
4500365618	ARROSOFT SOLUTIONS LLC MIDDLESEX, NJ 08846	MAINTENANCE - COMMVAULT	I	2	8	N	04	01	150,354	150,354	150,354	4/1/2024	O	3/31/2025
4500365638 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			8,226		C	
4500365644	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	MAINTENANCE - DRAGOS	I	2	8	N	03	01	75,499	75,499	75,499	1/29/2024	O	6/28/2025
4500365660	UNIFIRST CORPORATION WILMINGTON, MA 01887	TEXTILE SERVICES	E	C	5	F	N	02	11,270	4,942	4,942	5/1/2024	O	4/30/2025
4500365661	PIERCE STEEL FABRICATORS INC OLEAN, NY 14760	STEEL GUSSETS	E	C	5	N	N	02	18,769	18,769	18,769	5/1/2024	C	7/30/2024
4500365670	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	LIGNUM VITAE BEARING STAVES	E	C	6	N	N	05	33,890	33,890	33,890	5/2/2024	C	7/30/2024
4500365677	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	IT HARDWARE	H	C	5	N	04	03	23,913	23,912	23,912	5/2/2024	C	6/11/2024
4500365718	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	ELLIOTT PARTS	E	C	6	F	N	02	18,790	9,614	9,614	5/3/2024	C	9/10/2024
4500365747	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	LABEL PRINTERS	E	C	5	N	04	03	11,795	11,795	11,795	5/6/2024	C	6/18/2024
4500365748	QLS SOLUTIONS GROUP INC BUFFALO, NY 14210	RECORDS SCANNING AND SHREDDING SERVICES	S	B		N	N	05	35,400	10,620	10,620	5/6/2024	O	2/14/2025
4500365753	MEGGER AVO MULTI-AMP CORP AVO MULTI-AMP CORP DALLAS, TX 75211	MEGGER OHMMETER AND ACCESSORIES	E	C	5	F	N	04	10,605	10,670	10,670	5/6/2024	C	12/9/2024
4500365760	BLACKHAWK DATA LLC NEW YORK, NY 10018	CROWDSTRIKE PROFESSIONAL SERVICES	P	2	8	N	03	01	99,488	99,488	99,488	5/13/2024	O	5/12/2025
4500365806	BUFFALO NIAGARA WATERKEEPER INC BUFFALO, NY 14203	ON THE CANALS EXCURSION	S	B		N	N	34	8,750	8,750	8,750	5/15/2024	O	5/14/2025
4500365815 OGS-PC6951	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			8,454		C	
4500365827	AIR TEMP HEATING AND AIR CONDITIONING INC INC BINGHAMTON, NY 13905	HVAC BUILDING MANAGEMENT SYSTEM DESIGN BUILD INSTALL	C	B		N	N	02	2,232,132	44,643	44,643	6/3/2024	O	5/7/2025
4500365852	PRINOTH LLC GILMANTON, NH 03237	PRINOTH PARTS	E	C	5	F	N	02	29,069	29,069	29,069	5/9/2024	C	5/20/2024
4500365878	AVIAT US INC AUSTIN, TX 78728	MICROWAVE RADIO SYSTEM	T	1	8	F	N	01	84,839	0	0	5/9/2024	O	5/8/2025
4500365880	LINDSEY MANUFACTURING CO AZUSA, CA 91702	YOKE PLATE SHACKLE CLEVIS	E	C	6	F	N	03	9,402	9,519	9,519	5/10/2024	C	7/30/2024
4500365898	FREDERICK MACHINE AND MANUFACTURING INC INC BUFFALO, NY 14206	UNWATERING PUMP PARTS	E	C	5	N	03	01	44,158	44,158	44,158	5/10/2024	C	9/10/2024
4500365900	ORACLE AMERICA INC REDWOOD CITY, CA 94065	MAINTENANCE - ORACLE DATABASE	I	2	8	F	N	01	310,023	228,827	228,827	5/20/2024	O	5/19/2025
4500365924	JOHNSON CONTROLS FIRE PROTECTION LP JOHNSON CONTROLS US HOLDINGS INC JOHNSON CONTROLS US HOLDINGS INC MILWAUKEE, WI 53209	LIFE SAFETY SYSTEMS	S	C		N	N	01	47,907	29,352	29,352	5/13/2024	O	5/12/2025
4500365927	GRAYBAR ELECTRIC CO INC SYRACUSE, NY 13206	TRANSFER SWITCH SQUARE D PANELS	E	C	5	N	N	02	24,814	10,819	10,819	5/13/2024	O	3/31/2025
4500365928	GARRISON FIRE AND RESCUE CORP PALENVILLE, NY 12463	SUPER VAC FANS	E	C	6	N	N	02	5,268	5,268	5,268	5/13/2024	C	9/26/2024
4500365940	ASPHALT INDUSTRIAL ANYTIME, LLC ANYTIME, LLC LOS ANGELES, CA 90031	MATERIALS FOR PARKING LOT REPAIR	E	C	5	F	N	03	13,050	12,670	12,670	5/13/2024	C	6/10/2024
4500365949	HUDSON MERIDIAN CONSTRUCTION GROUP LLC GROUP LLC NEW YORK, NY 10006	GARAGE DECONSTRUCTION	C	B		N	N	03	14,850,032	2,585,330	2,585,330	5/13/2024	O	5/31/2026
4500365984	SCHAEFER PLUMBING SUPPLY CO INC BUFFALO, NY 14203	LIBERTY PUMP	E	C	5	N	N	03	5,775	5,775	5,775	5/14/2024	C	5/20/2024
4500365993	HYBRID INKS INC BROOKLYN, NY 11219	HP DESIGNJET PLOTTERS MAINTENANCE RENEWAL	H	2	5	N	N	01	47,376	47,376	47,376	5/1/2024	O	4/30/2027
4500366010 OGS-PC69520	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	7	N	N	01			7,665		C	
4500366012	SNAP ON INCORPORATED SNAP ON INDUSTRIAL, IDSC HOLDING LL SNAP ON INDUSTRIAL, IDSC HOLDING LL CRYSTAL LAKE, IL 60014	SNAP ON TOOLS	E	C	6	F	N	02	8,155	8,155	8,155	5/15/2024	C	8/7/2024
4500366021	CAPTAIN JJ LLC FAIRPORT, NY 14450	ON THE CANALS EXCURSION	S	B		N	N	34	9,079	9,079	9,079	5/17/2024	O	5/16/2025
4500366024	J E SHEEHAN CONTRACTING CORP POTSDAM, NY 13676	STOCK STONE	E	C	5	N	N	03	20,470	19,352	19,352	5/15/2024	C	6/12/2024
4500366027	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	FLIR CAMERA	E	B		N	04	03	108,900	108,900	108,900	5/15/2024	C	6/6/2024
4500366033	WELLNOW URGENT CARE ALBANY, NY 12201	MEDICAL SERVICES	P	B	5	N	N	02	22,000	825	825	5/15/2024	O	5/14/2025
4500366050	PERRAS ENVIRONMENTAL CONTROL INC MASSENA, NY 13662	DRAINAGE IMPROVEMENTS RICHARDS LANDING	S	B		N	N	02	939,485	0	0	5/15/2024	O	1/31/2025
4500366052 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			7,702		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500366053	HANES SUPPLY INC BUFFALO, NY 14206	HOIST PARTS	E	C	5	N	N	01	36,296	36,296	36,296	5/15/2024	C	6/10/2024
4500366065	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	HYDRAULIC CYLINDER	E	C	5	N	N	01	7,000	7,000	7,000	5/16/2024	C	6/6/2024
4500366080	GOANIMATE INC SAN MATEO, CA 94401	SOFTWARE LICENSES	I	2	5	F	N	01	26,333	15,000	15,000	5/17/2024	O	5/16/2025
4500366098	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	HI POT TESTER	E	C	6	N	02	01	20,295	20,295	20,295	5/17/2024	C	7/31/2024
4500366101	NEW YORK SUN WORKS INC NEW YORK, NY 10023	GREEN CLASSROOM CURRICULUM AND HYDROPONIC LAB INSTALLATION	P	B	5	N	N	01	39,318	39,318	39,318	5/10/2024	C	12/27/2024
4500366122	BUFFALO BIKE TOURS LLC BUFFALO, NY 14213	EBIKE EXCURSION ON THE CANALS	S	B		N	N	34	8,920	8,920	8,920	5/29/2024	O	5/28/2025
4500366123	VERTIV CORPORATION C/O RL KISTLER C/O RL KISTLER COLUMBUS, OH 43085	UNINTERRUPTIBLE POWER SYSTEM SERVICE AND PARTS	H	1	8	F	N	01	52,125	27,125	27,125	6/15/2024	O	6/14/2025
4500366145	SWAGELOK NY NJ PHILADELPHIA NEW JERSEY FLUID SYSTEMS LLC NEW JERSEY FLUID SYSTEMS LLC MOUNTAINSIDE, NJ 07092	SS FITTINGS	E	C	5	F	N	02	6,199	6,199	6,199	5/20/2024	C	8/5/2024
4500366163	ENCORUS GROUP ENGINEERING PC SPRINGVILLE, NY 14141	INSPECTIONS	S	2	8	N	02	01	113,000	9,852	9,852	5/20/2024	O	5/19/2025
4500366175	BRENNTAG NORTH AMERICA INC BWE-LLC (NOCO LUBRICANTS) BWE-LLC (NOCO LUBRICANTS) HOUSTON, TX 77033	TURBINE OIL	E	1	8	F	N	01	140,000	54,213	54,213	5/21/2024	O	5/21/2025
4500366185	ERIE CANAL MUSEUM SYRACUSE, NY 13202	ON THE CANALS GUIDED WALKING TOUR EXCURSIONS	S	B		N	N	34	10,201	10,201	10,201	5/31/2024	O	5/30/2025
4500366196	STONY POINT ART STUDIO ROCHESTER, NY 14624	ON THE CANALS EXCURSIONS PAINTING WORKSHOPS	S	B		N	N	34	35,642	27,450	27,450	5/22/2024	O	5/21/2025
4500366198	CAPT. LJ -TOMBOY ADVENTURES LLC LYNDA J. FISHER LYNDA J. FISHER FAIRPORT, NY 14450	ON THE CANALS BOAT TOUR EXCURSIONS	S	B		N	03	34	20,765	18,245	18,245	5/21/2024	O	5/20/2025
4500366199	HUDSON CROSSING PARK INC SCHUYLERVILLE, NY 12871	HIKING CANALS EXCURSIONS	S	B		N	N	34	17,085	15,000	15,000	5/22/2024	O	5/21/2025
4500366215	NEW YORK ATLANTIC-INLAND INC CORTLAND, NY 13045	INSPECTION SERVICES	S	C	5	N	N	01	24,865	5,508	5,508	5/21/2024	O	5/21/2025
4500366241 OGS-PC67665	LEXISNEXIS RISK SOLUTIONS FL INC. ALPHARETTA, GA 30005	MAINTENANCE - ACCURINT	I	B	7	F	N	01			2,160		O	
4500366252 OGS-PC70241	HERMAN MILLER INC C/O SEDGEWICK BUSINESS C/O SEDGEWICK BUSINESS ZEELAND, MI 49464	FURNITURE	E	B	7	N	N	01			10,704		C	
4500366264 OGS-PC68936	GABRIELLI TRUCK SALES LTD JAMAICA, NY 11434	FTR MT1 BOX TRUCK	E	B	7	N	N	01			0		O	
4500366265	GIACORP CONTRACTING INC HAWTHORNE, NY 10532	CAST ALUMINUM RAILING POSTS	E	B		N	N	03	75,000	0	0	5/23/2024	O	5/22/2025
4500366292	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	DILO RECOVERY CART	E	B		N	04	01	65,343	65,343	65,343	5/23/2024	C	7/18/2024
4500366295	STUART C IRBY CO FULTON, NY 13069	GROUND CLUSTERS	E	C	5	N	N	01	10,971	10,971	10,971	5/23/2024	C	6/17/2024
4500366303	IRIS POWER LP MISSISSAUGA ON CANADA	PDA CALIBRATION TEST DEVICE	E	1	8	F	N	01	10,060	10,315	10,315	5/23/2024	C	6/20/2024
4500366344	FOX FENCE INC NIAGARA FALLS, NY 14305	FENCE AND GATE REPAIRS MAINTENANCE	S	C	5	N	N	01	40,000	9,008	9,008	5/31/2024	O	5/30/2025
4500366382	ABDOO SECURITY AND AUTOMATION INC UTICA, NY 13502	FIRE SUPPRESSION EQUIPMENT	E	1	8	N	N	01	104,075	104,075	104,075	5/29/2024	C	7/9/2024
4500366415	SAM'S OF GEDNEY WAY P H D HOLDING CORP P H D HOLDING CORP WHITE PLAINS, NY 10605	MBA GRADUATION	S	2	9	N	N	01	8,000	4,190	4,190	5/28/2024	C	7/31/2024
4500366433	LARDON CONSTRUCTION CORP BLASDELL, NY 14219	FENCE REMOVAL	S	C	5	N	N	02	6,177	6,177	6,177	5/30/2024	C	8/20/2024
4500366434	STORMWIND LLC SCOTTSDALE, AZ 85255	SOFTWARE LICENSES	I	2	5	F	N	01	44,500	44,500	44,500	5/30/2024	C	6/25/2024
4500366437	BRENNTAG NORTH AMERICA INC BWE-LLC (NOCO LUBRICANTS) BWE-LLC (NOCO LUBRICANTS) HOUSTON, TX 77033	TURBINE OIL	E	C	5	F	N	01	53,533	53,562	53,562	5/30/2024	C	7/2/2024
4500366444	CIVIL AND ENVIRONMENTAL CONSULTANTS OF NEW YORK INC OF NEW YORK INC NORTH TONAWANDA, NY 14120	ZEBRA MUSSEL TESTING	S	B		N	N	02	100,000	16,800	16,800	7/1/2024	O	6/30/2028
4500366467	SOUTHWEST ELECTRIC COMPANY OKLAHOMA CITY, OK 73135	SPC STATION SERVICE TRANSFORMERS	E	2	8	F	N	01	361,938	165,898	165,898	5/30/2024	O	2/28/2025
4500366480	ERIE CANAL BOAT COMPANY INC FAIRPORT, NY 14450	CANAL AND BIKE PATH ACCESSIBILITY DEMONSTRATIONS	S	B		N	N	34	22,000	18,408	18,408	5/31/2024	O	5/30/2025
4500366506	D AND L INSTALLATIONS INC BOHEMIA, NY 11716	HOSE AND AIR COOLER	E	C	5	N	03	02	14,093	14,822	14,822	5/31/2024	C	7/25/2024
4500366516	INDOOR AIR PROFESSIONALS INC LANCASTER, NY 14086	DUCT CLEANING	S	C	5	N	N	01	35,480	35,480	35,480	6/3/2024	C	9/7/2024
4500366517 OGS-PC69520	MX PETROLEUM CORP MASSENA, NY 13662	JUNE-24 GAS	E	B	7	N	N	01			13,589		C	
4500366521	OZKAR SERVICES LLC ISLIP, NY 11751	EXHIBIT EQUIPMENT	E	B		N	10	03	143,780	143,780	143,780	6/3/2024	C	11/30/2024
4500366526	FLEET ELECTRICAL SERVICE ICE GLEN HOLDINGS INC ICE GLEN HOLDINGS INC AUBURN, MA 01501	CUSTOM FLEET WARNING LIGHT KIT	E	C	6	F	N	01	11,242	11,242	11,242	6/3/2024	C	8/19/2024
4500366556	ELECNOR HAWKEYE LLC HAUPPAUGE, NY 11788	MAC PRODUCT ON-SITE SUPPORT	S	1	5	N	N	01	7,669	0	0	6/4/2024	C	6/4/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500366566	JOHN F. PAUL A KENNY CANAL SIDE ENTERPRISES LLC CANAL SIDE ENTERPRISES LLC WATERLOO, NY 13165	KAYAK EXCURSIONS BIRDING HISTORY AND WILDLIFE HIKES REIMAGINE CANALS PROGRAM	S	B		N	N	34	12,203	9,224	9,224	6/5/2024	O	6/4/2025
4500366578	AGAINST THE GRAIN OUTFITTERS LTD ORCHARD PARK, NY 14127	PROVIDE OUTING TOURSS PROGRAM	S	B		N	N	34	15,200	15,200	15,200	6/5/2024	O	6/4/2025
4500366599	NATIONAL AUDUBON SOCIETY INC DBA MONTEZUMA AUDUBON CENTER DBA MONTEZUMA AUDUBON CENTER NEW YORK, NY 10014	ON THE CANALS EXCURSION POLLINATOR HIKES	S	B		N	N	34	29,740	21,460	21,460	6/6/2024	O	6/5/2025
4500366601	CARAHSOFT TECHNOLOGY CORPORATION RESTON, VA 20190	RSA ARCHER EXPERT-ON-DEMAND SERVICES	P	2	6	F	N	01	11,020	11,020	11,020	6/24/2024	O	6/23/2025
4500366607	BRETT'S TENT AND AWNING INC NIAGARA FALLS, NY 14301	FAMILY DAY TENT AND CHAIR RENTAL	E	C	5	N	N	02	7,461	7,461	7,461	6/5/2024	C	7/25/2024
4500366625	VERITAS TECHNOLOGIES LLC VERITAS US INC VERITAS US INC SANTA CLARA, CA 95054	MAINTENANCE VERITAS HUBSTOR CLOUD	I	2	8	N	N	01	175,000	140,395	140,395	5/1/2024	O	4/30/2025
4500366662	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	PLUMBING MATERIALS	E	C	5	F	N	02	14,042	13,976	13,976	6/6/2024	C	7/16/2024
4500366664	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	PMC ALARM PANEL	E	C	5	N	N	01	14,100	14,100	14,100	6/6/2024	C	9/19/2024
4500366669	POWERGEM LLC CLIFTON PARK, NY 12065	MAINTENANCE - TARA	I	1	8	N	N	01	78,075	78,075	78,075	6/1/2024	O	5/31/2025
4500366687	GENEVA DOWNTOWN ASSOCIATION INC GENEVA, NY 14456	WALKING AND BIKE TOUR ON THE CANALS	S	B		N	N	34	12,700	5,000	5,000	6/7/2024	O	6/6/2025
4500366698 OGS-PC70253	ACCENT COMMERCIAL FURNITURE ALBANY, NY 12205	FURNITURE	E	B	7	N	N	01			5,330		C	
4500366701	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	AMMOSENSOR	E	C	5	N	N	02	12,330	12,330	12,330	6/7/2024	C	7/3/2024
4500366702	BARISH PUMP COMPANY INC DEER PARK, NY 11729	NH3 MICRO PUMP	E	C	5	N	N	04	16,290	16,522	16,522	6/7/2024	C	8/8/2024
4500366706	TUNGSTEN AUTOMATION CORPORATION IRVINE, CA 92618	MAINTENANCE - READSOFT PROCESS DIR	I	1	6	F	N	01	18,650	18,650	18,650	5/1/2024	O	4/30/2025
4500366711	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	FIBER METER	E	C	5	N	04	02	8,299	8,299	8,299	6/7/2024	C	8/1/2024
4500366712	DILO COMPANY INC ODESSA, FL 33556	REPAIR CALIBRATE DILO SF6 GAS ANALYZER S	S	1	5	N	N	01	6,034	5,643	5,643	6/7/2024	C	8/20/2024
4500366714	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	SURFACE MOUNT GAUGES	E	C	5	F	N	03	13,083	13,083	13,083	6/7/2024	C	7/30/2024
4500366721	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	MAINTENANCE - ELEVEO CALL RECORDING	I	B	6	F	N	05	24,675	24,675	24,675	6/2/2024	O	6/1/2025
4500366729	WAYSIDE NURSERY INC NIAGARA FALLS, NY 14304	GARDEN CONSTRUCTION	C	B		N	03	02	241,594	241,594	241,594	6/10/2024	C	11/19/2024
4500366735	SIEWERT EQUIPMENT DIV OF CUMMINS-WAGNER-SIEWERT LLC DIV OF CUMMINS-WAGNER-SIEWERT LLC ROCHESTER, NY 14609	PULSA FEEDER BODY FEED PUMP WITH MOTOR	E	C	5	N	N	03	15,422	15,422	15,422	6/10/2024	C	6/28/2024
4500366736	JANDM CORPORATE PAINTER INC JEFFERSON VALLEY, NY 10535	PAINTING SERVICES	C	2	5	N	03	01	50,000	0	0	8/1/2024	O	7/31/2025
4500366743	TUNGSTEN AUTOMATION CORPORATION IRVINE, CA 92618	MAINTENANCE - READSOFT PROCESS DIR	I	1	6	F	N	01	23,057	23,057	23,057	5/1/2024	O	4/30/2025
4500366745	IKNOW LLC BERNARD L PALOWITCH JR BERNARD L PALOWITCH JR HUNTERSVILLE, NC 28078	MAINTENANCE - SEMAPHORE	I	2	8	N	N	01	54,600	54,600	54,600	6/10/2024	C	12/19/2024
4500366747	NALCO COMPANY NAPERVILLE, IL 60563	STD BUCKETS TOTES	E	C	5	N	N	02	14,491	14,488	14,488	6/10/2024	C	7/8/2024
4500366766	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	THERMAASSET2 ADD ON COMPONENTS	E	C	5	N	04	01	11,481	0	0	6/10/2024	O	6/9/2025
4500366787	CORN HILL WATERFRONT AND NAVIGATION FOUNDATION FOUNDATION PITTSFORD, NY 14534	NARRATED CRUISES ON THE CANALS EXCURSIONS	S	B		N	N	34	18,000	18,000	18,000	6/11/2024	O	6/10/2025
4500366794	THE ASPHALT DOCTOR INC EAST GREENBUSH, NY 12061	PAVEMENT REPAIRS	S	B		N	03	03	81,470	81,470	81,470	6/11/2024	C	8/22/2024
4500366800	STUART C IRBY CO FULTON, NY 13069	DEADEND ASSEMBLY PARTS	E	C	5	N	N	01	20,523	0	0	6/11/2024	O	4/7/2025
4500366811	CEMTEK SYSTEMS INC OCEAN, NJ 07712	REGULATORS	E	C	5	F	N	01	13,680	9,170	9,170	6/11/2024	C	10/31/2024
4500366814	EL ELECTRONICS LLC ELECTRO INDUSTRIES / GAUGETECH ELECTRO INDUSTRIES / GAUGETECH WESTBURY, NY 11590	SHARK METERS	E	C	5	N	N	01	12,040	12,040	12,040	6/11/2024	C	7/2/2024
4500366822	VILLAGE OF BROCKPORT BROCKPORT, NY 14420	RECREATIONAL ACTIVITIES	S	B		N	N	34	30,753	19,697	19,697	6/11/2024	O	6/10/2025
4500366838	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	TRANSMITTERS	E	C	5	F	N	01	10,660	10,839	10,839	6/12/2024	C	8/8/2024
4500366880	PAGE SOUTHERLAND PAGE ARCHITECTS PC HOUSTON, TX 77002	CONSULTING SERVICES	A	2	8	F	N	01	45,800	0	0	6/13/2024	O	6/12/2025
4500366884 OGS-PS910AA	FILCO CARTING CORP BROOKLYN, NY 11207	POL AND GENERAL TRASH REMOVAL	S	B	7	N	N	01			19,792		O	
4500366887	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SUBSCRIPTION - DRAGOS	I	2	8	N	03	01	127,200	127,200	127,200	6/29/2024	O	6/28/2025
4500366910	BOULDEN COMPANY DBA FOR B BOULDEN COMPANY INC DBA FOR B BOULDEN COMPANY INC CONSHOHOCKEN, PA 19428	GEMINI PUMP	E	C	5	F	N	02	18,592	19,174	19,174	6/14/2024	C	8/14/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500366942	JOHNSON CONTROLS FIRE PROTECTI DBA FOR TYCO FIRE AND SECUITY MGMT IN DBA FOR TYCO FIRE & SECUITY MGMT IN WILLIAMSVILLE, NY 14221	AWB BACKFLOW OS AND Y REPAIR	S	B	6	N	N	01	10,181	0	0	6/17/2024	O	6/16/2025
4500366945	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	FIRE EXTINGUISHERS	E	C	5	N	N	02	25,000	9,338	9,338	6/17/2024	O	6/16/2025
4500366957	AUTOMATECH INC PLYMOUTH, MA 02360	MAINTENANCE - KEPWARE	I	C	6	F	N	01	12,528	0	0	6/20/2024	O	6/19/2025
4500366974	IRONWOOD HEAVY HIGHWAY LLC HENRIETTA, NY 14467	MATTING SERVICES	S	B	6	N	N	03	153,099	153,099	153,099	6/17/2024	C	9/5/2024
4500366976	JOHN J. CECERI ADIRONDACK ULTRA CYCLING ADIRONDACK ULTRA CYCLING SCHUYLERVILLE, NY 12871	BIKE AND BOAT EXCURSIONS	S	B		N	N	34	12,203	10,443	10,443	7/18/2024	O	7/17/2025
4500366977	GREENLINK EDUCATION LLC BROOKLYN, NY 11238	K12 EV BUS INITIATIVE	S	2	8	N	N	01	50,000	50,000	50,000	6/17/2024	O	5/31/2025
4500366978	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SUBSCRIPTION - DRAGOS	I	2	8	N	03	01	58,500	58,500	58,500	6/29/2024	O	6/28/2025
4500366996 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			6,974		C	
4500366997	SCIPIONE CATERING INC NIAGARA FALLS, NY 14301	FAMILY DAY CATERING	S	C	5	N	N	02	10,856	10,856	10,856	6/18/2024	C	8/20/2024
4500367013	GRADE A PETROLEUM CORP VALLEY STREAM, NY 11580	OIL DRUMS	E	C	5	N	N	02	46,886	46,976	46,976	6/18/2024	C	7/24/2024
4500367014	SCHULYER YACHT BASIN LLC SCHUYLERVILLE, NY 12871	BIKE AND BOAT TOURS ON THE CANALS EXCURSION	S	B		N	N	34	10,200	10,200	10,200	6/20/2024	O	6/19/2025
4500367030	ECHELON DISTRIBUTION LLC AUBURN, CA 95603	GUARDIAN 30 LIFE RING CABINET	E	C	5	N	02	05	15,434	15,434	15,434	6/20/2024	C	7/16/2024
4500367061	CHEMUNG SUPPLY CORP ELMIRA, NY 14903	BOX BEAM GUIDE RAIL REPLACEMENT	C	2	8	N	N	01	90,952	90,952	90,952	6/20/2024	C	9/17/2024
4500367086	D AND L INSTALLATIONS INC BOHEMIA, NY 11716	OIL COOLER ATLAS COPCO PARTS	E	C	5	N	03	02	11,040	11,139	11,139	6/21/2024	C	7/23/2024
4500367091	ORANGE FRAME ORANGE FRAME PRODUCTIONS ORANGE FRAME PRODUCTIONS BROOKS, GA 30205	POWER VISTA FEATURE FILM EDITS	S	1	8	F	N	01	50,002	50,002	50,002	6/21/2024	C	12/4/2024
4500367101	COOPERFRIEDMAN ELECTRIC SUPPLY CO INC CO INC CRANBURY, NJ 08512	STOCK CONVERTER	E	C	5	N	N	03	12,790	12,790	12,790	6/24/2024	C	7/29/2024
4500367112	VANDR ENERGY SYSTEMS RESEARCH INC LOS ANGELES, CA 90049	ANNUAL SUPPORT AND MAINTENANCE POM SOFTWARE	S	1	5	N	N	01	18,000	18,000	18,000	6/24/2024	O	6/23/2025
4500367132 OGS-PM21070	LEAD DATA TECHNOLOGIES INC NANUET, NY 10954	MAINTENANCE - CHECK POINT	I	B	7	N	03	01			1,010,525		O	
4500367143	COACHS CORNER MASSENA, NY 13662	SAFETY LUNCHEON AND FAMILY DAY BBQ LUNCHEON	E	C	5	N	N	02	16,725	16,725	16,725	6/25/2024	C	8/2/2024
4500367147	BECKWITH ELECTRIC CO INC C/O ELECTRICOMM INC C/O ELECTRICOMM INC SYRACUSE, NY 13215	RELAY STOCK	E	C	5	N	N	03	7,793	0	0	6/25/2024	O	3/21/2025
4500367153	WORLD WIDE GAS TURBINE PRODUCTS INC CLIFTON PARK, NY 12065	THERMOCOUPLES	E	C	5	N	N	02	15,466	15,466	15,466	6/25/2024	C	12/18/2024
4500367181	WE360 LLC DOMINIQUE HOLLINS DOMINIQUE HOLLINS TRACY, CA 95376	ERG ELEVATE III	P	2	8	F	N	01	75,000	0	0	7/1/2024	O	6/30/2025
4500367198 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	FA EXTENSION INSTALL	S	B	7	N	N	01			0		O	
4500367199 OGS-PC70313	ALTEC INDUSTRIES INC BIRMINGHAM, AL 35242	MECHANICS TRUCK	E	B	7	F	N	01			189,093		C	
4500367214	HURLBUT TENT RENTAL LLC MASSENA, NY 13662	TENT RENTAL	E	C	5	N	N	01	12,080	12,080	12,080	6/26/2024	C	8/3/2024
4500367221	MEGASECUR ENVIROMENTAL SECURITY INC VICTORIAVILLE PQ CANADA	FLOOD PREVENTION EQUIPMENT	E	2	5	F	N	01	12,465	12,903	12,903	6/26/2024	C	8/30/2024
4500367235	AMETEK POWER INSTRUMENTS ROCHESTER, NY 14605	ANNUNCIATOR HARDWARE	E	C	5	N	N	03	32,296	32,296	32,296	6/27/2024	C	11/5/2024
4500367240	STUART C IRBY CO FULTON, NY 13069	ELECTRICAL STOCK MATERIALS	E	C	5	N	N	03	12,454	12,419	12,419	6/27/2024	C	9/9/2024
4500367245	STUART C IRBY CO FULTON, NY 13069	HPS S6451P 500 FT CABLE	E	C	5	N	N	03	7,000	7,000	7,000	6/27/2024	C	9/25/2024
4500367246 OGS-PS68202	DELL MARKETING LP ASAP SOFTWARE ACQUIRED BY DELL NOV ASAP SOFTWARE ACQUIRED BY DELL NOV ROUND ROCK, TX 78682	MAINTENANCE - MICROSOFT	I	B	7	N	N	01			3,109,558		O	
4500367254	WL CONCEPTS AND PRODUCTION INC FREEPORT, NY 11520	STATE FAIR STAFF APPAREL FOR UNIFORMS AND SWAG	E	2	9	N	02	01	179,901	179,901	179,901	6/27/2024	C	9/30/2024
4500367268	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	SECURITY CAMERAS	H	C	5	N	04	02	8,140	8,140	8,140	6/27/2024	C	7/2/2024
4500367270	ACI CONTROLS INC CHEEKTOWAGA, NY 14227	ATLAS MAGNETIC LEVEL INDICATOR	E	C	5	N	N	02	8,830	0	0	6/27/2024	O	2/26/2025
4500367274	HYBRID BUILDING SOLUTIONS LLC CORFU, NY 14036	STORAGE STRUCTURE	E	B		N	03	01	103,257	103,257	103,257	6/27/2024	C	10/22/2024
4500367286 OGS-PT67033	ARCO PROTECTION SYSTEMS INC POUGHKEEPSIE, NY 12601	FIRE INSPECTIONS	S	B	7	N	04	01			4,578		O	
4500367294	GREEN ENERGY RESOURCES LLC EV OPTIONS LLC EV OPTIONS LLC CARDIFF, CA 92007	EV AUTO SHOWS SUMMER	S	2	8	N	N	01	64,700	64,700	64,700	6/28/2024	C	10/30/2024
4500367307	TRANSWAVE COMMUNICATION SYSTEMS INC CLARENCE, NY 14031	TRANSWAVE WAVEGUIDE SUPPORT	S	2	5	N	N	01	58,580	12,900	12,900	11/18/2024	O	11/17/2025
4500367308	NIAGARA OUTFITTERS ELIZABETH DE SILVA ELIZABETH DE SILVA LEWISTON, NY 14092	ON THE CANALS E-BIKE EXCURSIONS	S	B		N	N	34	8,795	6,099	6,099	6/28/2024	O	6/27/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500367317	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	MANAGED ETHERNET SWITCHES	H	2	5	N	04	01	65,892	65,292	65,292	6/28/2024	C	9/4/2024
4500367318 OGS-PM20800	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	SUBSCRIPTION - CISCO IDENTIFY SERVICE	I	B	7	F	N	04			10,400		O	
4500367319	THUNDERCAT TECHNOLOGY LLC RESTON, VA 20190	HAIVISION CINEMASSIVE HARDWARE MAINTENANCE	H	2	8	F	02	01	71,488	71,488	71,488	1/1/2024	C	12/31/2024
4500367325	RODNEY HUNT CO INC ORANGE, MA 01364	NEOPRENE STOP LOG SEALS	E	C	5	F	N	05	9,740	9,740	9,740	7/1/2024	C	12/11/2024
4500367334	TUNGSTEN AUTOMATION CORPORATION IRVINE, CA 92618	READSOFT ENHANCEMENTS FOR ACCOUNTS PAYABLE	P	1	8	F	N	01	63,722	52,627	52,627	7/8/2024	O	7/7/2025
4500367339	TIOGA PIPE INC PHILADELPHIA, PA 19137	PIPE TEE ELBOW	E	C	5	F	N	02	9,280	9,280	9,280	7/1/2024	C	12/29/2024
4500367385	MULTI MEDIA PROMOS LLC PLAINVIEW, NY 11803	CUSTOM DRAWSTRING BACKPACKS	E	C	5	N	03	02	21,825	21,825	21,825	7/2/2024	C	8/15/2024
4500367393 OGS-PS68202	DELL MARKETING LP C/O DELL USA LP C/O DELL USA LP ROUND ROCK, TX 78682	SOFTWARE - AZURE MONETARY	I	B	7	F	N	01			35,413		O	
4500367397	SAFESPAN SCAFFOLDING LLC TONAWANDA, NY 14150	SCAFFOLD LOCKER ROOM	S	C	5	N	N	01	19,497	16,699	16,699	7/2/2024	O	1/31/2025
4500367404	FILTER EQUIPMENT CO INC NEPTUNE, NJ 07753	FILTER ORING KITS	E	C	5	F	N	02	6,729	6,874	6,874	7/2/2024	C	7/24/2024
4500367406	PIPING AND CORROSION SPECIALTIES MILLERSVILLE, MD 21108	CATHODIC PROTECTION SURVEY	S	C	5	N	N	02	34,000	0	0	7/2/2024	O	3/30/2025
4500367410 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	CHILLER PARTS	E	B	7	F	N	01			6,313		C	
4500367413	HAYES PUMP INC FAIRFIELD, NJ 07004	GOULDS PARTS	E	C	5	F	N	02	19,740	19,887	19,887	7/2/2024	C	10/2/2024
4500367419	GROUND PENETRATING RADAR SYSTEMS LLC SYSTEMS LLC MAUMEE, OH 43537	GPR SURVEY	A	C	5	F	N	01	10,775	6,300	6,300	7/3/2024	O	2/3/2025
4500367420 OGS-PM20860	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	HP LAPTOPS ASSET TAGGING AND IMAGING SERVICES	E	B	7	N	04	03			793,700		C	
4500367445	PRECISION PROCESS EQUIPMENT INC NIAGARA FALLS, NY 14304	STRAINER PARTS	E	C	5	N	N	01	29,880	29,880	29,880	7/8/2024	C	9/30/2024
4500367446	GE DIGITAL LLC AUTOMATECH INC AUTOMATECH INC CAMBRIDGE, MA 02141	SOFTWARE - GE GLOBALCARE	I	C	5	F	N	01	35,093	35,093	35,093	7/9/2024	O	7/8/2025
4500367467 OGS-PM20860	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	G9 MINI WORKSTATION	E	B	7	N	04	01			32,057		C	
4500367471	ROCHESTER ACCESSIBLE ADVENTURES INC ROCHESTER, NY 14623	ROCHESTER ACCESSIBILITY PROGRAM FOR INCLUSION STRATEGIES	S	2	8	N	N	01	282,420	182,062	182,062	7/23/2024	O	7/22/2025
4500367494	AMERICAN TENT LLC GREEN BAY, WI 54302	EVENT TENT	E	B	5	N	N	03	8,307	8,307	8,307	7/9/2024	C	7/26/2024
4500367522 OGS-PT68860	SIEMENS INDUSTRY INC AMHERST, NY 14228	RM AHU CONTROLS	S	B	7	N	N	01			34,144		O	
4500367534	SIGA OT SOLUTIONS INC WILMINGTON, DE 19805	MAINTENANCE - SIGA GUARD	I	1	6	F	N	01	29,858	29,858	29,858	8/1/2024	O	7/31/2025
4500367556	GRADE A PETROLEUM CORP VALLEY STREAM, NY 11580	TURBO OIL	E	C	5	N	N	01	17,092	16,190	16,190	7/10/2024	C	8/1/2024
4500367584 OGS-PS69108	HERC RENTALS INC LIVERPOOL, NY 13088	BOOM RENTAL	E	B	7	N	N	01			7,494		C	
4500367601	KELLY AND HAYES ELECTRICAL SUPPLY OF L I INC OF L I INC NESCONSET, NY 11767	BATTERY CHARGER	E	C	5	N	N	01	14,485	14,485	14,485	7/11/2024	C	8/8/2024
4500367605	AMETEK POWER INSTRUMENTS ROCHESTER, NY 14605	JEMSTAR II METER	E	C	5	N	N	03	14,486	14,486	14,486	7/11/2024	C	10/28/2024
4500367617	J AND B INSTALLATIONS INC SKANEATELES FALLS, NY 13153	ROOF REPLACEMENT	C	B		N	N	03	241,250	0	0	7/12/2024	C	9/11/2024
4500367627	TRENCH LTD C/O HASGO POWER EQUIP SALES INC C/O HASGO POWER EQUIP SALES INC LE ROY, NY 14482	INSPECTION AND REPAIR OF CT PT UNIT	E	1	5	F	N	01	25,000	0	0	7/12/2024	O	1/31/2025
4500367630	12 NORTH SPORTS BAR LLC DOUGLAS MARTIN DOUGLAS MARTIN MARCY, NY 13403	FOOD FOR CEC FAMILY PICNIC	S	B	5	N	N	03	11,888	11,886	11,886	7/12/2024	C	7/24/2024
4500367653 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	FIRE ALARM PANEL REPAIR	S	B	7	N	N	01			7,899		C	
4500367657	MOTION INDUSTRIES INC MOTION AI MOTION AI ROCHESTER, NY 14623	3 YEAR DACS SUPPORT	S	2	8	N	N	01	150,000	0	0	7/15/2024	O	7/15/2027
4500367660	PAPERKITE CREATIVE LLC COOPERSTOWN, NY 13326	ON THE CANALS COMMUNICATIONS AND RELATED SERVICES	P	2	8	N	09	01	136,875	22,322	22,322	7/16/2024	O	7/15/2025
4500367667	KELLY SALES CORP MADRID, NY 13660	FAN HOUSE DOOR REPLACEMENTS	E	2	8	N	N	01	69,480	0	0	7/15/2024	O	7/14/2025
4500367668 OGS-PC69972	CAMBRIA ASPHALT PRODUCTS INC MEDINA, NY 14103	ASPHALT	E	B	7	N	N	01			5,579		C	
4500367675	PTC INC BOSTON, MA 02210	SOFTWARE - MATHCAD	I	1	5	F	N	01	21,415	7,138	7,138	9/14/2024	O	9/13/2027
4500367688	EATON CORP RALEIGH, NC 27615	EATON 1 YEAR SERVICE CONTRACT	S	1	5	N	N	01	19,792	19,792	19,792	7/28/2024	O	7/27/2025
4500367696 OGS-PC69048	DENOOYER CHEVROLET INC ALBANY, NY 12205	CHEVY SILVERADO EV	E	B	7	N	N	02			80,707		C	
4500367697	STACK CONSTRUCTION TECHNOLOGIES INC BLUE ASH, OH 45242	SOFTWARE - SMART USE	I	1	8	F	N	01	237,000	237,000	237,000	7/16/2024	O	12/31/2026
4500367700	PRO-TECH SOLUTIONS LLC ALLENDALE, NJ 07401	ROSEMOUNT PARTS	E	C	5	N	N	02	9,488	9,488	9,488	7/16/2024	C	9/25/2024
4500367701	OZKAR SERVICES LLC ISLIP, NY 11751	MAINTENANCE - R-MOR FULL RECOGNIZER	I	C	6	N	10	02	32,700	32,700	32,700	7/22/2024	O	7/21/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500367719	SAF-GARD SAFETY SHOE COMPANY GREENSBORO, NC 27407	SHOE MOBILE	E	2	5	F	N	01	7,783	7,783	7,783	7/16/2024	C	8/31/2024
4500367738	SYN-TECH SYSTEMS INC TALLAHASSEE, FL 32314	MAINTENANCE FUELMASTER MAINTENANCE	I	1	5	F	N	01	7,050	7,050	7,050	6/8/2024	O	6/7/2025
4500367739	CON TECH BUILDING SYSTEMS INC GOUVERNEUR, NY 13642	LSD SPILLWAY 11 CONCRETE REFURB	S	B		N	N	02	1,514,452	18,735	18,735	12/1/2024	O	11/30/2025
4500367740	EL ELECTRONICS LLC ELECTRO INDUSTRIES / GAUGETECH ELECTRO INDUSTRIES / GAUGETECH WESTBURY, NY 11590	NEXUS METERS	E	C	5	N	N	01	22,800	22,800	22,800	7/17/2024	C	11/26/2024
4500367744	STERICYCLE INC DBA SHRED-IT USA LLC DBA SHRED-IT USA LLC BANNOCKBURN, IL 60015	SECURE DOCUMENT DISPOSAL	S	C	5	N	N	01	15,600	7,035	7,035	7/17/2024	O	7/16/2025
4500367746 OGS-PC69048	CHEVROLET OF SMITHTOWN NORTH SHORE CHEVROLET OF SMITHTOWN NORTH SHORE CHEVROLET OF SMITHTOWN SAINT JAMES, NY 11780	CHEVY SILVERADO EV	E	B	7	N	N	02			81,344		C	
4500367747	PITNEY BOWES INC WHITE PLAINS, NY 10605	EQUIPMENT LEASE	E	2	8	F	N	01	109,648	0	0	7/30/2024	O	7/29/2029
4500367763	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	SPRINT NOZZLES	E	C	5	F	N	02	20,300	20,597	20,597	7/18/2024	C	7/24/2024
4500367791	HSP US LLC SAPHIRA US BIDCO LLC SAPHIRA US BIDCO LLC NEW YORK, NY 10111	CSC BUSHINGS	E	1	8	N	N	01	159,600	0	0	7/19/2024	O	2/28/2025
4500367795	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	INGERSOLL RAND LARGE AIR HAMMER DRILL	E	C	5	N	N	02	14,850	14,850	14,850	7/19/2024	C	9/30/2024
4500367796	S AND W SERVICES INC EAST SYRACUSE, NY 13057	FUEL POLISH AND ANALYSIS	S	C	5	N	N	02	5,927	5,927	5,927	7/19/2024	C	8/8/2024
4500367832	AVIATION POWER AND MARINE LLC LAKELAND, FL 33805	CABLE PLUGS	E	C	5	F	N	03	15,763	15,863	15,863	7/20/2024	C	12/5/2024
4500367862	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	LM6000 STOCK PARTS	E	C	5	N	N	02	18,475	18,945	18,945	7/22/2024	C	10/31/2024
4500367865	AVIATION POWER AND MARINE LLC LAKELAND, FL 33805	LM6000 PARTS	E	C	5	N	N	02	10,065	10,097	10,097	7/22/2024	C	12/5/2024
4500367868	TC COMMUNICATIONS INC IRVINE, CA 92614	JUMBOSWITCH 4U POWER SUPPLY 115 240VAC	E	1	5	F	N	01	6,789	6,789	6,789	7/22/2024	C	8/1/2024
4500367871	CORROSION PRODUCTS AND EQUIPMENT INC COLONIE, NY 12205	PACKING ROPE	E	C	6	N	N	03	14,240	14,240	14,240	7/22/2024	C	8/21/2024
4500367874 OGS-PC69520	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	7	N	N	01			6,152		C	
4500367882	GENIGLACE INC KANATA ON CANADA	ICE BOOM ENGINEERING DESIGN REVIEW	S	2	8	F	N	01	88,729	0	0	7/23/2024	O	1/31/2025
4500367900	RELEVANT INDUSTRIAL LLC HOUSTON, TX 77073	WATER FILTERS	E	C	5	N	N	02	24,702	24,702	24,702	7/23/2024	C	9/4/2024
4500367901	ASSURANCE FILTRATION AND EQUIPMENT LL MAGNOLIA, TX 77354	DEMIN FILTERS	E	C	5	N	N	02	24,912	24,912	24,912	7/23/2024	C	9/16/2024
4500367918 OGS-PM20800	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	CISCO NETWORK SWITCH REPLACEMENT	H	B	7	F	N	03			306,619		O	
4500367937	ESS-KAY YARDS INC BREWERTON, NY 13029	MARINE DISPLAY	E	C	5	N	N	02	14,598	14,598	14,598	7/24/2024	C	8/20/2024
4500367939 OGS-PT68722	MOTOROLA SOLUTIONS INC CHICAGO, IL 60661	APX8500 ALL BAND RADIOS	E	B	7	F	N	01			44,856		C	
4500367940	SNAP ON INCORPORATED SNAP ON INDUSTRIAL, IDSC HOLDING LL SNAP ON INDUSTRIAL, IDSC HOLDING LL CRYSTAL LAKE, IL 60014	SNAP ON TOOLS	E	C	6	F	N	02	26,785	26,785	26,785	7/24/2024	C	9/10/2024
4500367954	SCHAEFER PLUMBING SUPPLY CO INC BUFFALO, NY 14203	HOT WATER HEATER	E	C	5	N	N	04	5,950	5,950	5,950	7/24/2024	C	10/18/2024
4500367959	COLONIAL BELLE ERIE WATER DEVELOPMENT CORP ERIE WATER DEVELOPMENT CORP FAIRPORT, NY 14450	BOAT TOURS ON THE CANAL	S	B		N	N	34	14,680	13,312	13,312	7/31/2024	O	7/30/2025
4500367963	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	PYRAGON TEMPERATURE TRANSMITTERS	E	C	5	N	N	02	10,400	10,400	10,400	7/25/2024	C	9/6/2024
4500367967 OGS-PM20800	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	CISCO EQUIPMENT AND SERVICES - CORE SWITCH	H	B	7	F	N	04			378,729		C	
4500367972	BUFFALO HYDRAULIC JACK SERVICE BUFFALO, NY 14211	HYDRAULIC PUMPS AND JACKS	E	C	5	N	N	01	10,445	10,445	10,445	7/25/2024	C	9/6/2024
4500367990	PIONEER MOTORSPORT INC CHAFFEE, NY 14030	1 MONTH RENTAL CAN-AM	E	C	5	N	N	01	5,000	5,000	5,000	7/25/2024	C	9/6/2024
4500367997	OZKAR SERVICES LLC ISLIP, NY 11751	MAINTENANCE - NETBRAIN	I	2	5	N	10	01	45,016	45,016	45,016	8/17/2024	O	8/16/2025
4500368001	TONY BAIRD ELECTRONICS INC SYRACUSE, NY 13210	HARDWARE AND FASTENERS	E	B		N	11	05	66,062	64,481	64,481	7/26/2024	C	11/15/2024
4500368002	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	INSTRUMENTATION CONTROL AND POWER CABLE	E	B		F	N	04	109,855	109,855	109,855	7/26/2024	C	11/22/2024
4500368015	TEREX USA LLC NORWALK, CT 06850	TEREX PLATFORM	E	C	5	F	N	01	7,674	6,578	6,578	7/26/2024	C	9/5/2024
4500368072 OGS-PS68202	DELL MARKETING LP C/O DELL USA LP C/O DELL USA LP ROUND ROCK, TX 78682	MAINTENANCE - GITHUB	I	B	7	F	N	01			8,241		O	
4500368092	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	PAINT	E	C	5	N	N	02	7,928	7,601	7,601	7/30/2024	C	8/2/2024
4500368097	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	WELDING RECEPTACLE SUPPLIES	E	C	5	N	N	01	16,780	16,780	16,780	7/30/2024	C	9/27/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500368107	OZKAR SERVICES LLC ISLIP, NY 11751	SUBSCRIPTION - VARIPHY CALL	I	2	6	N	10	01	20,702	20,702	20,702	7/1/2024	O	7/1/2025
4500368108	GROVE ROOFING SERVICES INC BUFFALO, NY 14220	ROOF REPAIR	C	B		N	N	04	977,090	0	0	7/30/2024	O	7/29/2029
4500368122	BEAM MACK SALES AND SERVICES INC ROCHESTER, NY 14623	UD TRUCK PARTS	E	C	5	N	N	01	12,618	12,420	12,420	7/31/2024	C	8/7/2024
4500368126	ABILITIES MOVEMENT INC FAIRPORT, NY 14450	ADAPTED KAYAKING PROGRAM ON THE CANALS	S	B		N	N	34	8,232	5,685	5,685	8/28/2024	O	8/27/2025
4500368153	MERCER RUBBER CO MASON MERCER MASON MERCER SMITHTOWN, NY 11787	EXPANSION JOINT	E	C	5	N	N	02	15,065	15,065	15,065	7/31/2024	C	10/16/2024
4500368171 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			7,352		C	
4500368175	GRADE A PETROLEUM CORP VALLEY STREAM, NY 11580	OIL DRUMS	E	C	5	N	N	01	48,695	48,800	48,800	8/1/2024	C	11/19/2024
4500368197	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	KVM EXTENDERS	E	C	5	N	04	04	14,346	14,346	14,346	8/1/2024	C	9/17/2024
4500368213	EPAUL DYNAMICS DBA FOR GUS PAUL SWIMMING POOLS INC DBA FOR GUS PAUL SWIMMING POOLS INC PORT WASHINGTON, NY 11050	SENYTRANS-SPARE PAR FANS	E	C	5	F	03	03	7,596	7,596	7,596	8/2/2024	C	10/31/2024
4500368215	BOULDEN COMPANY DBA FOR B BOULDEN COMPANY INC DBA FOR B BOULDEN COMPANY INC CONSHOHOCKEN, PA 19428	REBUILD KITS-STOCK ITEMS	E	C	5	F	N	02	8,430	8,498	8,498	8/2/2024	C	9/10/2024
4500368222	BARCROFT TECHNOLOGY LLC CHRISTIANA, DE 19702	SOFTWARE - DYMOLA EPHASORISM	I	1	8	N	N	01	58,440	58,430	58,430	8/7/2024	O	8/6/2025
4500368227	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	RELIEF VALVES	E	C	5	N	N	04	10,680	10,680	10,680	8/2/2024	C	11/6/2024
4500368239	ALLIANCE SOURCE TESTING LLC ALLIANCE TECHNICAL GROUP LLC ALLIANCE TECHNICAL GROUP LLC DECATUR, AL 35601	COMPACT COMPRESSOR COOLERS	E	C	5	F	N	04	17,510	17,785	17,785	8/3/2024	C	10/31/2024
4500368241	HOERBIGER SERVICE INC NEW CASTLE, DE 19720	SUCTION AND DISCHARGE REBUILD KITS	E	C	5	F	N	02	17,393	17,445	17,445	8/3/2024	C	9/30/2024
4500368245	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	MAINTENANCE - MICROSOFT OFFICE	I	C	5	N	04	01	5,445	5,445	5,445	8/3/2024	C	9/5/2024
4500368248	PRECISION PROCESS EQUIPMENT INC NIAGARA FALLS, NY 14304	BUSHINGS	E	C	5	N	N	02	6,381	6,381	6,381	8/5/2024	C	11/30/2024
4500368253	DOBLE ENGINEERING CORP MARLBOROUGH, MA 01752	CIRCUIT BREAKER TEST SYSTEM	E	B		F	N	02	65,900	65,900	65,900	8/5/2024	C	9/11/2024
4500368296 OGS-PT68873	TRANE U S INC TRANE TRANE LONG ISLAND CITY, NY 11101	WPO GENERAL MAINTENANCE AND REPAIRS	S	B	7	N	N	01			9,844		O	
4500368309	FASTENAL COMPANY NIAGARA FALLS, NY 14304	POTABLE WATER FILTRATION REPLACEMENT PARTS	E	B		N	N	01	105,974	0	0	8/6/2024	O	2/28/2025
4500368316	SIEMENS INDUSTRY INC MINNETONKA, MN 55305	NERC CIP CYBER VULNERABILITY ASSESSMENT	S	B		F	N	14	50,000	50,000	50,000	8/7/2024	C	11/19/2024
4500368358	CAN USA INC HACKENSACK, NJ 07601	FALL PROTECTION SUPPORT	S	2	5	F	N	01	11,300	11,300	11,300	8/8/2024	C	8/31/2024
4500368366	ASSET LIGHTING AND ELECTRIC INC LAKEWOOD, NJ 08701	HIGH BAY LIGHT FIXTURES	E	C	5	F	03	04	30,788	30,788	30,788	8/8/2024	C	9/9/2024
4500368367	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	POWER-STRUT LIGHTING HARDWARE	E	C	5	F	N	01	7,737	7,737	7,737	8/7/2024	C	9/30/2024
4500368395	UNITED CONSTRUCTION AND FORESTRY LLC SCARBOROUGH, ME 04074	JOHN DEERE LOADER REPAIRS	E	2	8	N	N	01	85,450	34,815	34,815	8/8/2024	C	10/28/2024
4500368401	RP ADAMS ADAMS SFC INC ADAMS SFC INC TONAWANDA, NY 14150	DISTRIBUTOR ARMS	E	C	5	N	N	01	7,318	0	0	8/8/2024	O	1/10/2025
4500368409	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	5	N	N	01	8,199	8,202	8,202	8/9/2024	C	8/13/2024
4500368416	ENERGY INFRASTRUCTURE PARTNERS LLC BROOKLYN, NY 11232	COMMUNITY ENERGY JUSTICE PROJECT FUND SERVICES	P	2	8	N	04	01	405,000	270,000	270,000	8/12/2024	O	2/12/2025
4500368421	POWER-FLO TECHNOLOGIES INC GARDEN CITY PARK, NY 11040	COPPER WIRE AND PIN TERMINALS	E	B		N	N	04	48,163	48,163	48,163	8/9/2024	C	8/16/2024
4500368435	ASCENDANT STRATEGY MANAGEMENT GROUP LLC LLC BOSTON, MA 02116	SUBSCRIPTION - CLEARPOINT	I	1	8	F	N	01	596,174	109,128	109,128	7/5/2024	O	7/4/2029
4500368441	MEGGER AVO MULTI-AMP CORP AVO MULTI-AMP CORP DALLAS, TX 75211	ELECTRICAL TEST EQUIPMENT	E	C	5	F	N	01	13,046	13,094	13,094	8/12/2024	C	11/19/2024
4500368442	BENTLY NEVADA LLC BAKER HUGHES HOLDINGS LLC BAKER HUGHES HOLDINGS LLC MINDEN, NV 89423	AIR GAP SENSORS	E	C	5	F	N	01	12,430	12,430	12,430	8/12/2024	C	11/30/2024
4500368445	FASTENAL COMPANY NIAGARA FALLS, NY 14304	BARRIER SWIVELS	E	C	5	N	N	04	7,741	7,741	7,741	8/12/2024	C	8/16/2024
4500368451	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SUBSCRIPTION - SENSOR	I	C	5	N	03	02	32,445	32,445	32,445	8/30/2024	O	8/29/2025
4500368452	PRINOTH LLC GILMANTON, NH 03237	PRINOTH PARTS	E	B		F	N	02	55,577	55,739	55,739	8/12/2024	C	10/15/2024
4500368456	STUART C IRBY CO LIVERPOOL, NY 13088	PERSONAL PROTECTIVE GROUND CABLE	E	C	5	N	N	02	7,920	7,920	7,920	8/12/2024	C	8/27/2024
4500368457	OMICRON ELECTRONICS CORP USA HOUSTON, TX 77054	OMICRON PARTS	E	C	5	F	N	03	6,635	6,635	6,635	8/12/2024	C	9/4/2024
4500368458	COOPERFRIEDMAN ELECTRIC SUPPLY CO INC CO INC CRANBURY, NJ 08512	CONVERTER SIGNAL ETHERNET MODBUS	E	C	5	N	N	03	6,395	6,395	6,395	8/12/2024	C	11/18/2024
4500368463	PRECISION ELECTRIC MOTOR WORKS INC CLIFTON, NJ 07013	125HP MOTORS	E	C	5	F	N	01	31,590	31,590	31,590	8/12/2024	C	9/25/2024
4500368470	RUSSELLS TREE AND SHRUB FARM LLC EAST AMHERST, NY 14051	SOIL AMENDMENTS	E	C	5	N	N	01	6,390	6,390	6,390	8/13/2024	C	10/18/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500368497	WESTERN STORAGE AND HANDLING LLC ENGLEWOOD, CO 80110	SPOOL STORAGE RACKS	E	C	5	F	N	01	10,410	10,410	10,410	8/13/2024	C	9/30/2024
4500368524	ABB INC CARY, NC 27511	EMAX BREAKER REPAIRS	S	1	5	F	N	01	17,184	0	0	8/14/2024	O	1/31/2025
4500368529	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	DRYING AGENT	E	C	5	N	N	02	5,040	5,040	5,040	8/14/2024	C	9/26/2024
4500368547 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			7,435		C	
4500368564	VALVE INDUSTRIES INC WOODLAND PARK, NJ 07424	VALVE REPAIR KIT	E	C	5	F	N	01	7,980	7,980	7,980	8/15/2024	C	8/20/2024
4500368572	FLOW SCIENCE INC SANTA FE, NM 87505	MAINTENANCE - FLOW SCIENCE 3D	I	1	8	F	N	01	90,915	30,305	30,305	8/1/2024	O	7/31/2027
4500368585	FILTER EQUIPMENT CO INC NEPTUNE, NJ 07753	FILTERS	E	C	5	F	N	01	54,533	49,953	49,953	8/16/2024	O	2/14/2025
4500368597	OZKAR SERVICES LLC ISLIP, NY 11751	SCADA ITEMS	E	C	6	N	10	04	13,727	13,727	13,727	8/16/2024	C	10/2/2024
4500368604	PRECISION PROCESS EQUIPMENT INC NIAGARA FALLS, NY 14304	FLOW GAUGE	E	C	5	N	N	01	16,456	0	0	8/16/2024	C	10/3/2024
4500368608	SNAP ON INCORPORATED SNAP ON INDUSTRIAL, IDSC HOLDING LL SNAP ON INDUSTRIAL, IDSC HOLDING LL CRYSTAL LAKE, IL 60014	TORQUE MULTIPLIER AND EXTENSION	E	C	5	F	N	01	8,295	8,295	8,295	8/16/2024	C	8/28/2024
4500368619	EPAUL DYNAMICS DBA FOR GUS PAUL SWIMMING POOLS INC DBA FOR GUS PAUL SWIMMING POOLS INC PORT WASHINGTON, NY 11050	SURGE ARRESTOR	E	C	6	N	03	03	11,668	11,668	11,668	8/17/2024	C	10/3/2024
4500368620	OPEN AUTOMATION SOFTWARE INC LAKEWOOD, CO 80226	MAINTENANCE - GEOMATION UDPATE	I	C	6	F	N	01	8,792	8,792	8,792	8/17/2024	C	8/30/2024
4500368630	SCHINDLER ELEVATOR CORP MORRISTOWN, NJ 07960	NYEZ ELEVATOR SERVICE AGREEMENT	S	2	5	N	N	01	10,000	1,777	1,777	8/19/2024	O	8/18/2025
4500368638	PHOTON MARINE CORPORATION PORTLAND, OR 97202	ELECTRIC WORKBOAT PILOT	E	B		F	N	01	140,000	45,000	45,000	8/19/2024	O	12/31/2025
4500368653	INDUSTRIAL SUPPORT INC BUFFALO, NY 14206	PV LIGHT FIXTURES	E	2	5	N	N	01	36,650	8,450	8,450	8/19/2024	O	1/2/2025
4500368672	BRETT'S TENT AND AWNING INC NIAGARA FALLS, NY 14301	WILDLIFE FESTIVAL TENT PACKAGE	E	C	5	N	N	01	8,800	8,668	8,668	8/20/2024	C	9/29/2024
4500368676	SAF-GARD SAFETY SHOE COMPANY GREENSBORO, NC 27407	SHOE MOBILE	E	B	9	F	N	01	5,170	5,170	5,170	8/20/2024	C	9/30/2024
4500368680 OGS-PC69966	BARRETT PAVING MATERIALS INC WATERTOWN, NY 13601	PARKING LOT REPAVEMENT	C	B	7	N	N	01			0		O	
4500368694	NORTHEAST HEAVY METAL LLC SANY NEW YORK SANY NEW YORK LOCKPORT, NY 14094	EXCAVATOR RENTAL	E	C	5	N	N	01	11,495	11,495	11,495	9/16/2024	C	11/15/2024
4500368697 OGS-PS69108	HERC RENTALS INC LIVERPOOL, NY 13088	LIFT RENTAL	E	B	7	F	N	01			5,268		C	
4500368709	ARBORCHEM PRODUCTS INC DBA ASPLUNDH TREE EXPERT LLC DBA ASPLUNDH TREE EXPERT LLC MECHANICSBURG, PA 17055	HERBICIDE	E	C	5	F	N	03	10,350	10,350	10,350	8/21/2024	C	8/27/2024
4500368740	MAC PRODUCTS INC KEARNY, NJ 07032	PUMPING PLANT SUPPORT SERVICES	S	1	8	N	N	01	200,000	0	0	8/22/2024	O	8/21/2025
4500368744	US CLEANBLAST PREMIUM PLANT SERVICES POWER PREMIUM PLANT SERVICES POWER HIBBING, MN 55746	OIL AND SURFACE CLEANING	S	C	5	F	N	01	15,126	15,126	15,126	8/22/2024	C	9/26/2024
4500368782	AVI SYSTEMS INC ROUND ROCK, TX 78664	SOUND MASKING EQUIPMENT - WPO ALB BUF	E	2	8	F	N	01	82,000	3,790	3,790	8/22/2024	O	8/21/2025
4500368785	EMSPEC INC BOIS DES FILION PQ CANADA	TEST AND INSPECT 89SS	S	C	5	F	N	01	12,814	10,455	10,455	8/23/2024	O	1/24/2025
4500368790	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	WELDING SUPPLIES	E	C	5	F	N	04	6,871	6,871	6,871	8/23/2024	C	9/4/2024
4500368792	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	PRESSURE TRANSMITTER	E	C	5	N	N	02	15,360	15,206	15,206	8/23/2024	C	10/31/2024
4500368808	LINEMEN'S SUPPLY DIVISION OF BUCKINGHAM MANUFACTURING COMPANY BUCKINGHAM MANUFACTURING COMPANY BINGHAMTON, NY 13902	LINEMEN GEAR	E	C	6	N	N	02	5,871	5,871	5,871	8/24/2024	C	10/1/2024
4500368822	MACAN DEVE ENGINEERS DPC WHITE PLAINS, NY 10603	ADMIN BOILER RENOVATION	E	C	8	N	03	01	381,011	0	0	8/26/2024	O	3/30/2025
4500368832	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	MANAGE ENGINE PASSWORD MANAGER	E	C	5	N	04	01	6,289	6,289	6,289	8/26/2024	C	9/12/2024
4500368835	LINDSEY MANUFACTURING CO AZUSA, CA 91702	INSULATOR STORAGE CONTAINERS	E	1	8	N	N	01	51,900	0	0	8/26/2024	O	8/1/2025
4500368868	REGIMENT TECHNOLOGY GROUP LLC BRONXVILLE, NY 10708	MAINTENANCE - PENTAHO	I	2	8	N	02	02	160,295	160,295	160,295	9/1/2024	O	8/31/2025
4500368879	COOPERFRIEDMAN ELECTRIC SUPPLY CO INC CO INC CRANBURY, NJ 08512	WELDING SAFETY SWITCH	E	C	5	F	N	01	17,490	17,490	17,490	8/28/2024	C	12/30/2024
4500368907	DILO CO INC ODESSA, FL 33556	DILO REPAIRS	S	1	5	F	N	01	8,270	8,270	8,270	8/29/2024	C	10/10/2024
4500368931	VEOLIA WTS USA INC TREVOSE, PA 19053	BROMINE	E	C	5	F	N	02	21,315	21,315	21,315	8/29/2024	C	9/25/2024
4500368933	ALEXANDER APPLIED RESEARCH ASSOCIATES LLC ASSOCIATES LLC BELLEVUE, WA 98007	MAINTENANCE - MICROSOFT DYNAMICS 365 FRAUD PROTECTION	I	2	5	F	N	01	11,600	0	0	9/15/2024	O	9/14/2025
4500368943	EATON CORP C/O HASGO POWER EQUIPMENT SALES INC C/O HASGO POWER EQUIPMENT SALES INC WARRENDALE, PA 15086	VCB BREAKER REPAIR	S	2	5	F	N	01	18,776	0	0	8/29/2024	O	2/3/2025
4500368947	HURLBUT TENT RENTAL LLC MASSENA, NY 13662	TENT RENTAL	E	C	5	N	N	03	6,335	6,335	6,335	8/29/2024	C	9/28/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500368954	PACKAGE ONE INDUSTRIES LLC SCHENECTADY, NY 12305	LANTERN RINGS	E	C	5	N	N	01	49,812	0	0	8/30/2024	O	2/19/2025
4500368976	TARRYTOWN HOUSE ESTATE RUBICON RA TARRYTOWN LLC RUBICON RA TARRYTOWN LLC TARRYTOWN, NY 10591	LEGAL OFFSITE MEETING	S	2	5	N	N	01	11,067	11,067	11,067	8/30/2024	C	11/30/2024
4500368982	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	STORAGE DRUMS	E	C	5	N	N	02	5,506	5,506	5,506	9/3/2024	C	9/16/2024
4500368993	HLW INTERNATIONAL LLP NEW YORK, NY 10001	ARCHITECTURAL AND ENGINEERING SERVICES FOR WPO COMMERCIAL BUILDING	P	B		N	N	06	1,300,000	0	0	9/3/2024	O	9/2/2027
4500368999	OIL FILTRATION SYSTEMS LLC CR TOPCO LLC CR TOPCO LLC BOERNE, TX 78006	TRANS SF6 CART PREVENTATIVE MAINTENANCE	S	C	5	N	N	01	6,657	6,657	6,657	9/3/2024	O	3/30/2025
4500369018	FASTENAL COMPANY MASSENA, NY 13662	LOCKERS	E	C	5	N	N	03	13,344	13,344	13,344	9/4/2024	C	11/6/2024
4500369033	CINTAS CORPORATION ALDEN, NY 14004	FLOOR MAT RENTAL AND SERVICE	S	B		N	N	01	687,500	32,956	32,956	9/13/2024	O	9/12/2029
4500369044	STULZ AIR TECHNOLOGY SYSTEMS INC FREDERICK, MD 21704	AIR CONDITIONER	C	2	5	F	N	01	24,996	4,692	4,692	9/4/2024	O	9/3/2025
4500369063	SANDERS FIRE AND SAFETY MECHANICVILLE, NY 12118	KIDDE ARIES CONTROL PANEL REPLACEMENT	E	C	5	N	N	02	9,050	9,050	9,050	9/5/2024	C	11/25/2024
4500369167	KIMBALL APPRAISAL GROUP INTEGRA REALTY RESOURCES - SYRACUSE INTEGRA REALTY RESOURCES - SYRACUSE SYRACUSE, NY 13209	REAL ESTATE APPRAISAL SERVICES	S	2	5	N	N	01	21,200	21,200	21,200	9/9/2024	O	4/28/2025
4500369176	MAUREEN DATA SYSTEMS INC NEW YORK, NY 10018	MAINTENANCE - TENABLE	I	1	8	N	N	01	210,626	210,626	210,626	9/28/2024	O	9/27/2025
4500369187	AURORA SOLAR INC SAN FRANCISCO, CA 94108	MAINTENANCE - HELIOSCOPE	I	B	6	F	N	01	78,000	37,020	37,020	6/16/2024	O	6/15/2026
4500369191 OGS-PC69520	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	7	N	N	01			18,923		C	
4500369194	LOGISTICS365 INC NORFOLK, NE 68701	POLARIS RANGER 1500	E	B		F	N	04	40,614	0	0	9/9/2024	O	3/31/2025
4500369201 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	CARDKEY ADDITIONS	S	B	7	N	N	01			0		O	
4500369210	PROTON ENERGY SYSTEMS INC PROTON ONSITE PROTON ONSITE WALLINGFORD, CT 06492	MAINTENANCE KITS	E	C	5	F	N	01	8,509	8,574	8,574	9/10/2024	O	3/21/2025
4500369224	B AND H PHOTO VIDEO DBA FOR BANDH FOTO AND ELECTRONICS CORP DBA FOR B&H FOTO & ELECTRONICS CORP NEW YORK, NY 10001	HP Z2 G9 TOWER WORKSTATION	E	C	5	N	N	03	17,841	17,841	17,841	9/10/2024	C	9/16/2024
4500369227	KELLY AND HAYES ELECTRICAL SUPPLY OF L I INC OF L I INC NESCONSET, NY 11767	MAGNETIC STARTER	E	C	5	N	N	01	8,180	8,180	8,180	9/10/2024	C	9/25/2024
4500369239	VISUAL LEASE LLC WOODBRIDGE, NJ 07095	MAINTENANCE - VISUAL LEASE GASB 87 AND 96	I	2	5	F	N	01	8,600	8,600	8,600	9/20/2024	O	9/19/2025
4500369250	PIONEER MOTORSPORT INC CHAFFEE, NY 14030	POLARIS RANGER XD 1500	E	B		N	N	04	108,695	0	0	9/11/2024	O	2/3/2025
4500369251	ALLIANCE SOURCE TESTING LLC ALLIANCE TECHNICAL GROUP LLC ALLIANCE TECHNICAL GROUP LLC DECATUR, AL 35601	OZONATOR ASSEMBLY	E	C	5	F	N	02	5,333	5,372	5,372	9/11/2024	C	12/23/2024
4500369261	CHAVES BROTHERS MANAGEMENT LLC BOCA RATON, FL 33432	POLARIS RANGER XP 1000	E	B		F	N	04	31,600	31,600	31,600	9/11/2024	C	11/21/2024
4500369265	CORE TECH INDUSTRIAL CORP BALLSTON SPA, NY 12020	FIRE MIST SYSTEM	S	C	6	N	N	02	7,598	598	598	9/11/2024	O	2/7/2025
4500369281	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	PARTS ACCELEROMETER	E	C	5	F	N	04	41,680	25,556	25,556	9/11/2024	O	4/30/2025
4500369294	OZKAR SERVICES LLC ISLIP, NY 11751	HPE SERVER MAINTENANCE	S	B		N	10	03	46,486	46,486	46,486	10/15/2024	O	10/14/2025
4500369296	LAKES PIPE AND SUPPLY CORP NIAGARA FALLS, NY 14302	CHECK VALVES	E	C	5	F	N	02	6,831	6,831	6,831	9/12/2024	C	9/25/2024
4500369310	HAYES PUMP INC FAIRFIELD, NJ 07004	WATER INJECTION PUMP PARTS	E	C	5	N	N	01	32,168	19,631	19,631	9/12/2024	O	1/3/2025
4500369319	ALTA ENTERPRISES LLC ALTA MATERIAL HANDLING ALTA MATERIAL HANDLING LIVONIA, MI 48150	YALE ELECTRIC FORKLIFTS	E	B		F	N	07	287,914	49,867	49,867	9/12/2024	O	7/30/2025
4500369321	STUART C IRBY CO LIVERPOOL, NY 13088	REEL STAND	E	C	5	N	N	02	37,472	0	0	9/12/2024	O	3/31/2025
4500369323	ADVANCED MATERIAL HANDLING LLC ATLANTA, GA 30336	HYUNDAI PROPANE FORKLIFT AND ELECTRIC FORK	E	B		F	N	07	54,796	0	0	9/12/2024	O	7/30/2025
4500369324	BEARCOM GARLAND, TX 75041	ANTENNAS CABLE AND ACCESSORIES	E	C	5	N	N	02	10,716	10,716	10,716	9/12/2024	C	11/1/2024
4500369329	EPAUL DYNAMICS DBA FOR GUS PAUL SWIMMING POOLS INC DBA FOR GUS PAUL SWIMMING POOLS INC PORT WASHINGTON, NY 11050	CLARK FORKLIFTS	E	B		N	03	07	38,397	0	0	9/12/2024	O	7/30/2025
4500369350	COMET FLASHER INC BUFFALO, NY 14224	TRAFFIC SIGNALS RENTAL	E	C	5	N	N	01	12,720	9,403	9,403	9/13/2024	C	11/15/2024
4500369354	TANGIBLE DEVELOPMENT LLC LATHAM, NY 12110	DEI CONFERENCE FACILITATION	P	2	9	N	07	01	9,700	0	0	9/30/2024	O	9/29/2025
4500369393	TOP OF THE HILL SEALCOATING HEUVELTON, NY 13654	ASPHALT CRACK SEALING AND LINE STRIPING	S	C	5	N	N	01	60,012	49,862	49,862	9/16/2024	C	12/31/2024
4500369406 OGS-PC70219	JASPER SEATING COMPANY INC C/O PRENTICE OFFICE ENVIRONMENTS C/O PRENTICE OFFICE ENVIRONMENTS JASPER, IN 47546	FURNITURE	E	B	7	F	N	01			5,488		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500369411	LAWTOOLBOX.COM GREENWOOD VILLAGE, CO 80111	MAINTENANCE - LAW TOOLBOX CALENDARING TOOL	I	1	5	F	N	01	7,636	6,900	6,900	9/16/2024	O	10/31/2025
4500369412	GOERGEN-MACKWIRTH CO INC NIAGARA FRONTIER CUSTOM FABRICATION NIAGARA FRONTIER CUSTOM FABRICATION BUFFALO, NY 14211	SIGN STRUCTURE FABRICATION	E	C	5	N	N	02	37,774	0	0	9/16/2024	O	1/3/2025
4500369413	POREX CLEANROOM PRODUCTS INC FG CLEAN WIPES FG CLEAN WIPES CHICOPEE, MA 01014	CLOTH WIPES	E	C	5	F	N	02	18,750	18,750	18,750	9/16/2024	C	10/16/2024
4500369416	H L GAGE SALES INC ALBANY, NY 12205	INTERNATIONAL PARTS	E	C	6	N	N	01	8,673	7,446	7,446	9/16/2024	C	10/17/2024
4500369425	MESA PRODUCTS INC TULSA, OK 74152	ANNUAL AND FIVE YEAR INSPECTIONS	S	C	5	F	N	02	32,000	0	0	9/16/2024	C	11/15/2024
4500369441	EATON CORP C/O HASGO POWER EQUIPMENT SALES INC C/O HASGO POWER EQUIPMENT SALES INC WARRENDALE, PA 15086	TROUBLESHOOT BREAKER	S	C	6	F	N	01	7,500	7,500	7,500	9/17/2024	O	2/7/2025
4500369454	KORN FERRY US MINNEAPOLIS, MN 55402	TOTAL REMUNERATION STUDY	P	2	8	F	N	01	135,000	100,000	100,000	9/17/2024	O	3/30/2025
4500369459	STUART C IRBY CO FULTON, NY 13069	PARTS	E	B	5	N	N	03	14,749	0	0	9/17/2024	O	8/30/2025
4500369471 OGS-PT6883023150	SIEMENS INDUSTRY INC SYRACUSE, NY 13211	HVAC BMS	S	B	7	N	N	01			0		O	
4500369482	KAMBRIAN CORPORATION LA PUENTE, CA 91744	MAINTENANCE - FLEXERA	I	B		N	07	03	55,555	55,555	55,555	10/17/2024	O	10/16/2025
4500369489	FLUID FLOW PRODUCTS INC INDUSTRIAL PROCESS SOLUTIONS INDUSTRIAL PROCESS SOLUTIONS CHARLOTTE, NC 28217	ELEMENT PALL FILTERS	E	C	5	F	N	03	16,790	9,436	9,436	9/18/2024	C	10/30/2024
4500369491	FILTER EQUIPMENT CO INC NEPTUNE, NJ 07753	FILTER ELEMENT	E	C	5	F	N	03	15,990	16,068	16,068	9/18/2024	C	10/4/2024
4500369499	ADVANCED FILTRATION CO HOWELL, NJ 07731	FILTER ELEMENTS	E	C	5	F	N	03	10,818	9,225	9,225	9/18/2024	O	4/30/2025
4500369509	STUART C IRBY CO FULTON, NY 13069	DEAD END	E	C	5	N	N	02	10,441	0	0	9/19/2024	O	4/30/2025
4500369511	ALL-WAYS ELEVATOR INC HAUPPAUGE, NY 11788	ADMIN ELEVATOR ROLLER REPLACEMENT	S	C	5	N	N	01	12,000	0	0	9/19/2024	O	3/30/2025
4500369519	ALL-WAYS ELEVATOR INC HAUPPAUGE, NY 11788	ANNUAL ELEVATOR SERVICE AND INSPECTION	S	C	5	N	N	01	24,000	0	0	9/23/2024	O	9/22/2025
4500369528	B AND H PHOTO VIDEO DBA FOR BANDH FOTO AND ELECTRONICS CORP DBA FOR B&H FOTO & ELECTRONICS CORP NEW YORK, NY 10001	PTZ NETWORK CAMERAS	E	C	5	F	N	03	21,472	21,472	21,472	9/19/2024	C	9/23/2024
4500369547 OGS-PT68817	JOHNSON CONTROLS INC AMHERST, NY 14228	ICE BOOM SECURITY CAMERA	S	B	7	N	N	01			39,729		O	
4500369552	FREDERICK MACHINE AND MANUFACTURING INC INC BUFFALO, NY 14206	THRUST BEARING RETAINER	E	C	5	N	03	02	9,445	9,445	9,445	9/20/2024	C	10/25/2024
4500369555 OGS-PS69108	HERC RENTALS INC LIVERPOOL, NY 13088	FORKLIFT RENTAL	E	B	7	N	N	01			6,992		O	
4500369559	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	3 TON ELECTRIC HOIST	E	C	5	N	N	01	8,800	8,800	8,800	9/20/2024	C	10/25/2024
4500369562	BUFFALO HYDRAULIC JACK SERVICE BUFFALO, NY 14211	HYDRAULIC CYLINDER	E	C	5	N	N	01	5,775	5,775	5,775	9/20/2024	C	10/18/2024
4500369608	MOTION INDUSTRIES INC MOTION AI MOTION AI PELHAM, NY 10803	BELTS	E	C	5	N	N	04	15,102	12,463	12,463	9/23/2024	O	1/24/2025
4500369637	KELLY AND HAYES ELECTRICAL SUPPLY OF L I INC OF L I INC NESCONSET, NY 11767	WELDING PLUGS	E	C	5	N	N	03	12,000	1,200	1,200	9/24/2024	O	1/31/2025
4500369658	STUART C IRBY CO FULTON, NY 13069	INSULATOR	E	C	6	N	N	03	5,337	5,337	5,337	9/24/2024	C	12/20/2024
4500369675	TRACEY ROAD EQUIPMENT INC EAST SYRACUSE, NY 13057	FREIGHTLINER PARTS	E	C	5	N	N	02	14,648	11,361	11,361	9/24/2024	C	11/6/2024
4500369690	BRANDSAFWAY SERVICES LLC BRAND INDUSTRIAL SERVICES INC BRAND INDUSTRIAL SERVICES INC NEW YORK, NY 10018	SCAFFOLD	E	2	5	N	N	01	15,000	7,050	7,050	9/25/2024	O	9/24/2025
4500369691	THOMAS P KEHRER BETHEL, CT 06801	ADVISORY CONSULTING GASB 96 AND 101	P	2	8	F	N	01	120,000	10,200	10,200	9/30/2024	O	9/29/2025
4500369696	DS SERVICES OF AMERICA INC PRIMO WATER NORTH AMERICA PRIMO WATER NORTH AMERICA TAMPA, FL 33607	BOTTLED WATER DELIVERY SERVICE	E	C	5	N	N	01	40,000	2,838	2,838	9/30/2024	O	9/29/2025
4500369698 OGS-PC70463	CARGILL INC SALT, ROAD SAFETY SALT, ROAD SAFETY NORTH OLMSTED, OH 44070	SALT	E	B	7	F	N	01			11,800		O	
4500369702	KINSLEY POWER SYSTEMS KINSLEY GROUP INC KINSLEY GROUP INC BOSTON, MA 02298	E-GEN	E	B		F	N	02	43,785	0	0	9/25/2024	O	4/30/2025
4500369712	RED WING BRANDS OF AMERICA INC RED WING SHOES RED WING SHOES RED WING, MN 55066	SHOE MOBILES	E	C	5	N	N	01	5,268	5,268	5,268	9/25/2024	C	11/20/2024
4500369723	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	MAINTENANCE - UNIPHORE	I	2	6	N	04	01	38,995	38,995	38,995	8/15/2024	O	8/14/2025
4500369734	CHALMERS AND KUBECK ASTON, PA 19014	RELIEF VALVE	E	C	6	F	N	03	5,425	0	0	9/26/2024	O	1/30/2025
4500369739	OCS INDUSTRIES INC POUGHKEEPSIE, NY 12601	BUILDING ENTRANCE CANOPIES	E	2	8	N	02	01	114,059	0	0	9/26/2024	O	3/31/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500369751 OGS-PM69710	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	CRADLEPOINT ROUTERS	H	B	7	F	04	01			92,968		C	
4500369756	QUALITY AND ASSURANCE TECHNOLOGY CORP CORP MOUNT SINAI, NY 11766	20224- MANAGEENGINE OPMANAGER SOFTWARE AND SUPPORT	E	2	8	N	04	01	75,150	75,150	75,150	9/30/2024	O	9/29/2025
4500369767	TITUS MOUNTAIN SAND AND GRAVEL LLC MALONE, NY 12953	NATURAL SAND FOR SNOW AND ICE CONTROL	E	C	5	N	N	03	6,600	6,225	6,225	9/27/2024	C	10/7/2024
4500369781	GUIDEHOUSE INC MCLEAN, VA 22102	BENCHMARK FERC FORM 1 EQUIVALENT	S	B	5	N	N	03	48,000	30,843	30,843	9/27/2024	O	8/31/2025
4500369782	JPJ ELECTRONICS COMMUNICATIONS INC YORKVILLE, NY 13495	SATELLITE PHONE INSTALLTIIN	S	2	5	N	N	01	47,782	47,782	47,782	9/27/2024	O	3/1/2025
4500369845	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	AMMOSENSOR	E	C	5	N	N	02	6,259	6,259	6,259	9/30/2024	C	12/23/2024
4500369858	W W GRAINGER INC LAKE FOREST, IL 60045	GAS CYLINDER STORAGE CAGE	E	C	5	N	N	02	16,251	0	0	10/1/2024	C	12/31/2024
4500369900 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			6,176		C	
4500369903	VEOLIA WTS USA INC TREVOSE, PA 19053	WATER CHEMICAL	E	C	5	F	N	02	11,048	0	0	10/1/2024	C	10/15/2024
4500369904	EC INFOSYSTEMS LLC VERTEX U.S. HOLDINGS INC VERTEX U.S. HOLDINGS INC HOUSTON, TX 77043	MAINTENANCE - ENTERPRISE EFT FTP	I	2	8	F	N	01	81,000	19,906	19,906	10/1/2024	O	9/30/2025
4500369907	DOVETAIL PARTNERS INC MINNEAPOLIS, MN 55403	ROWSC MID-CYCLE AUDIT 8 27 - 8 29	S	1	5	N	N	01	10,000	10,000	10,000	10/2/2024	C	10/4/2024
4500369924	EL ELECTRONICS LLC ELECTRO INDUSTRIES / GAUGETECH ELECTRO INDUSTRIES / GAUGETECH WESTBURY, NY 11590	NEXUS METER	E	C	5	N	N	01	16,240	0	0	10/2/2024	O	2/28/2025
4500369935	FORTRA LLC EDEN PRAIRIE, MN 55344	GLOBALSCAPE PS EFT UPGRADE	P	2	6	F	N	01	10,325	0	0	10/14/2024	O	10/13/2025
4500369936	SIEMENS INDUSTRY INC BUFFALO GROVE, IL 60089	LEHMAN COLLEGE VFD REPLACEMENT	C	B	5	N	N	01	13,538	13,538	13,538	10/3/2024	O	4/2/2025
4500369950	MINER LTD ABLE ROLLING STEEL DOOR ABLE ROLLING STEEL DOOR SOUTH HACKENSACK, NJ 07606	LOADING DOCK DOOR EMERGENCY REPAIR	C	2	1	F	N	01	50,000	0	0	10/3/2024	O	10/2/2025
4500370021	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	M9000 BOARD	E	C	6	N	04	03	8,798	8,798	8,798	10/7/2024	C	10/18/2024
4500370044	SAF-GARD SAFETY SHOE COMPANY GREENSBORO, NC 27407	SHOE MOBILE	E	2	5	F	N	01	5,925	5,925	5,925	10/7/2024	C	11/30/2024
4500370046	HAYES PUMP INC FAIRFIELD, NJ 07004	GOULDS PARTS	E	C	5	F	N	01	10,286	10,392	10,392	10/7/2024	O	2/3/2025
4500370048 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPMENT AND SERVICES - REPLACEMENT ROUTERS - EOL	H	B	7	N	04	03			213,960		C	
4500370067	CREWS CONTROL INC FULTON, MD 20759	ON-DEMAND VIDEO SERVICES	S	2	8	F	N	01	75,000	0	0	10/10/2024	O	10/9/2025
4500370089	GAGING.COM LLC HENDERSON, NV 89074	WYLER LEVEL	E	C	5	F	N	01	12,679	12,679	12,679	10/9/2024	C	12/2/2024
4500370107	JOHN JAY COLLEGE OF CRIMINAL JUSTIC AUXILLIARY SERVICES CORPORATION INC AUXILLIARY SERVICES CORPORATION INC NEW YORK, NY 10019	PUBLIC HEARING RENTAL SPACE	E	2	5	N	N	01	11,004	2,700	2,700	10/9/2024	C	11/30/2024
4500370133	SKYWORKS LLC BUFFALO, NY 14206	JLG TELEHANDLER	E	B		N	N	07	165,999	165,999	165,999	10/9/2024	C	11/27/2024
4500370136	TIGER STRIPING AND LOT MAINTENANCE LL BUFFALO, NY 14216	LOT STRIPING	S	C	5	N	N	01	6,150	6,150	6,150	10/10/2024	C	11/6/2024
4500370160 OGS-PS69108	HERC RENTALS INC LIVERPOOL, NY 13088	FORKLIFT RENTAL	E	B	7	F	N	01			5,730		C	
4500370166 OGS-PM20860	MICROCAD TRAINING AND CONSULTING INC WATERTOWN, MA 02472	DRAFTING SERVICE CONTRACT	S	B	7	N	N	01			6,375		O	
4500370188	AWISCO NEW YORK CORP MASPETH, NY 11378	SCOTCHMAN BRAKE KIT	E	C	5	F	N	02	8,340	8,340	8,340	10/11/2024	C	12/4/2024
4500370194	MAX PROFIT LLC PARKVILLE, MO 64152	TELECOM SERVICES	P	2	8	F	N	01	837,605	752,807	752,807	10/11/2024	O	10/10/2025
4500370197 OGS-PT68752	ALARM AND SUPPRESSION INC BALLSTON LAKE, NY 12019	FIRE EXTINGUISHER INSPECTIONS	S	B	7	N	N	01			8,175		O	
4500370209	ELECTRIC POWER GROUP LLC PASADENA, CA 91101	MAINTENANCE - WIDE AREA MONITORING SYSTEM SOLUTION	I	1	8	N	N	01	210,000	210,000	210,000	10/11/2024	O	10/10/2029
4500370219	CONTROL ASSOCIATES INC ALLENDALE, NJ 07401	VALVE CONTROL	E	C	5	F	N	02	5,757	0	0	10/11/2024	O	2/7/2025
4500370235	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	TRANSMISSION COUPLERS	E	C	5	F	N	01	11,560	11,560	11,560	10/15/2024	C	10/28/2024
4500370238	ORKIN PEST CONTROL LATHAM, NY 12110	PEST CONTROL SERVICES FOR	S	C	5	N	N	01	13,800	1,540	1,540	10/15/2024	O	9/1/2025
4500370246 OGS-PC70460	AMERICAN ROCK SALT CO LLC DBA FOR AMERICAN ROCK SALT HOLDING DBA FOR AMERICAN ROCK SALT HOLDING MOUNT MORRIS, NY 14510	SALT	E	B	7	N	N	01			0		O	
4500370281	STUART C IRBY CO LIVERPOOL, NY 13088	STRUCTURE KITS	E	C	6	N	N	03	32,586	0	0	10/16/2024	O	5/28/2025
4500370306	U S MATERIALS HANDLING CORPORATION EAST SYRACUSE, NY 13057	LOAD LIFTER	E	B		N	N	07	163,028	0	0	10/16/2024	O	6/30/2025
4500370307	CUTSFORTH INC FERNDALE, WA 98248	BRUSHES	E	C	5	F	N	01	12,250	12,083	12,083	10/16/2024	O	1/1/2025
4500370313	FORTRA LLC EDEN PRAIRIE, MN 55344	MAINTENANCE - ENTERPRISE EFT FTP	I	2	8	N	N	01	56,275	56,275	56,275	11/1/2024	O	10/31/2025
4500370317	BENTLEY SYSTEMS INC EXTON, PA 19341	MAINTENANCE - CAD	I	1	5	N	N	01	28,572	28,572	28,572	10/17/2024	O	10/16/2025
4500370350	EGGAN EXCAVATING EQUIPMENT CO INC ROME, NY 13440	AUTOBANK X PHASE EMERGENCY SPILL RESPONSE	S	2	1	N	N	01	75,000	0	0	10/17/2024	O	5/30/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500370378	SCIPAR INC HOLLAND, NY 14080	IP'S FOR HMI-GCS UPGRADE - STL	I	1	5	N	N	01	18,250	18,250	18,250	10/18/2024	C	12/11/2024
4500370387	AMP YOUR GOOD, INC MENDHAM, NJ 07945	STOP THE BLEED TRAINING KIT	E	C	5	F	N	03	7,175	7,175	7,175	10/18/2024	C	10/23/2024
4500370399 OGS-PS70069	BISON ELEVATOR SERVICE INC BUFFALO, NY 14203	REFURBISHMENT OF MOMC ELEVATOR	S	B	7	N	N	01			0		O	
4500370401 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			6,840		C	
4500370408	BENTLY NEVADA LLC BAKER HUGHES HOLDINGS LLC BAKER HUGHES HOLDINGS LLC MINDEN, NV 89423	KEYPHASOR MODULES	E	C	5	F	N	03	13,496	6,240	6,240	10/21/2024	C	12/30/2024
4500370413	HELWIG CARBON PRODUCTS INC MILWAUKEE, WI 53224	GRAPHITE CARBON PACKING RING	E	C	6	F	N	03	22,991	0	0	10/21/2024	O	2/6/2025
4500370420	LYNCHBURG AIR PREHEATER CORP LYNCHBURG, VA 24502	THRUST BEARING OIL COOLERS	E	B		F	N	03	1,357,100	0	0	10/21/2024	O	12/31/2025
4500370477	KISTNER CONCRETE PRODUCTS INC EAST PEMBROKE, NY 14056	JERSEY BARRIERS	E	2	8	N	N	01	65,158	65,158	65,158	10/22/2024	C	11/1/2024
4500370479	AP LAUNDRY AND DRY CLEANERS MALONE, NY 12953	LAUNDERING SERVICES	S	C	5	N	N	01	20,800	935	935	10/22/2024	O	9/1/2025
4500370486	UNLIMITED PIPING PRODUCTS LLC NEW RINGGOLD, PA 17960	ADMIN BOILER PIPING-FREIGHT	E	C	5	F	N	01	5,183	3,905	3,905	10/22/2024	O	2/21/2025
4500370534	CALIBER FIELD SERVICES INC LAKE ARIEL, PA 18436	MATTING OF TOWER STRUCTURE	E	C	6	F	N	02	18,388	18,388	18,388	10/24/2024	O	1/24/2025
4500370589	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	SOLENOIDS	E	C	5	F	N	01	16,320	16,618	16,618	10/25/2024	C	12/19/2024
4500370594	UNLIMITED PIPING PRODUCTS LLC NEW RINGGOLD, PA 17960	ADMIN PIPING MATERIALS	E	C	5	N	N	02	10,094	10,507	10,507	10/25/2024	C	12/24/2024
4500370615	REXEL USA INC SYRACUSE, NY 13206	CARBON BRUSH	E	C	5	N	N	01	6,458	0	0	10/28/2024	O	1/2/2025
4500370637	PRECISION PROCESS EQUIPMENT INC NIAGARA FALLS, NY 14304	STRAINER SPINDLES	E	C	5	N	N	01	10,504	10,504	10,504	10/28/2024	C	12/12/2024
4500370641	CADIMENSIONS INC EAST SYRACUSE, NY 13057	SUBSCRIPTION - SOLIDWORKS	I	2	5	N	N	01	7,822	7,822	7,822	10/28/2024	O	11/17/2025
4500370648	DLT SOLUTIONS LLC HERNDON, VA 20171	MAINTENANCE - TRIPWIRE	I	2	8	F	N	01	120,559	120,559	120,559	10/29/2024	O	10/28/2025
4500370649	NIAGARA LAWN AND GARDEN INC NIAGARA FALLS, NY 14305	SIDEWALK SNOW PLOWING SERVICES	S	C	5	N	N	01	12,000	0	0	11/1/2024	O	5/31/2025
4500370650	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	BORING TOOLS	E	C	5	F	N	02	7,483	6,444	6,444	10/29/2024	C	12/2/2024
4500370659	CATTRON NORTH AMERICA INC WARREN, OH 44483	90 TON CRANE BOX REFURB REPLACEMENT	E	1	5	F	N	01	6,405	6,405	6,405	10/29/2024	C	12/10/2024
4500370681	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	FLYGT PUMP	E	C	5	N	N	01	9,200	9,108	9,108	10/29/2024	C	11/7/2024
4500370687	WELLS TECHNOLOGY INC BEMIDJI, MN 56601	HOLOPHANE LIGHTS	E	C	5	N	04	01	37,464	37,464	37,464	10/29/2024	C	12/10/2024
4500370689	BUFFALO HYDRAULIC JACK SERVICE BUFFALO, NY 14211	HYDRAULIC CYLINDERS	E	C	5	N	N	01	28,775	0	0	10/29/2024	O	1/23/2025
4500370694	NETDIMENSIONS INC PEOPLEFLUENT PEOPLEFLUENT RALEIGH, NC 27601	MAINTENANCE - ORGPUBLISHER	I	2	5	F	N	01	9,783	9,783	9,783	11/1/2024	O	10/31/2025
4500370704	RBC LUBRON BEARING SYSTEMS INC ROLLER BEARING COMPANY OF AMERICA ROLLER BEARING COMPANY OF AMERICA SANTA FE SPRINGS, CA 90670	BUSHINGS	E	C	5	F	N	02	14,793	0	0	10/30/2024	O	2/21/2025
4500370708	GRAYBAR ELECTRIC CO INC SAINT LOUIS, MO 63146	LIGHTING PANEL REPLACEMENTS	E	C	5	F	N	02	9,583	9,583	9,583	10/30/2024	C	11/4/2024
4500370716	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	UPS EQUIPMENT	E	C	5	N	04	05	5,445	5,445	5,445	10/30/2024	C	11/15/2024
4500370726	APPLIED INSPECTION SERVICES INC TONAWANDA, NY 14150	NDE TESTING SERVICES	S	B		N	N	01	185,000	0	0	11/6/2024	O	11/5/2025
4500370729	LAYER 3 TECHNOLOGIES INC ROCHESTER, NY 14606	SUBSCRIPTION - ANACONDA PYTHON	I	2	5	N	03	01	49,945	49,945	49,945	11/18/2024	O	11/17/2025
4500370730	HOERBIGER SERVICE INC NEW CASTLE, DE 19720	SUCTION VALVE KITS	E	C	5	F	N	01	11,595	11,621	11,621	10/30/2024	O	1/27/2025
4500370750	TMT CONTRACTORS INC GOUVERNEUR, NY 13642	COOPER HILL SNOW REMOVAL 24-25	S	C	5	N	N	01	20,000	0	0	10/30/2024	O	4/1/2025
4500370757	SEAWAY TIMBER HARVESTING INC MASSENA, NY 13662	REMANUFACTURED DIFFERENTIAL	E	C	6	N	N	01	8,436	8,436	8,436	10/31/2024	C	12/4/2024
4500370766	BUB'S ENTERPRISES LLC DALE EARL DALE EARL MALONE, NY 12953	SNOW REMOVAL DULEY SUB	S	C	5	N	N	01	14,500	0	0	10/31/2024	O	5/31/2025
4500370770	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	VISTA DSS SOFTWARE	E	1	6	F	N	01	29,500	0	0	10/31/2024	O	8/31/2025
4500370819	TRINOVA INC MOBILE, AL 36693	CONTROL MODULES	E	B	5	F	N	03	10,376	10,472	10,472	11/1/2024	C	12/16/2024
4500370852	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	PRESSURE TRANSMITTER ROSEMOUNT	E	C	5	F	N	02	8,670	8,828	8,828	11/1/2024	C	12/23/2024
4500370858 OGS-PM20800	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	MERAKI EQUIPMENT	H	B	7	F	N	05			7,096		O	
4500370860 OGS-PS69108	HERC RENTALS INC LIVERPOOL, NY 13088	GENERATOR RENTAL	S	B	7	N	N	01			10,128		O	
4500370878	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	L90 RELAY	E	B	5	N	04	01	24,753	24,753	24,753	11/4/2024	C	12/5/2024
4500370889	HARMER STRUCTURAL LLC NICHOLAS G HARMER NICHOLAS G HARMER FULTON, NY 13069	CUSTOM STAIRS	E	2	5	N	02	01	38,250	0	0	11/4/2024	O	1/31/2025
4500370896	WORLD WIDE GAS TURBINE PRODUCTS INC CLIFTON PARK, NY 12065	SENSOR PROBE	E	C	5	N	N	01	26,680	0	0	11/4/2024	O	1/31/2025

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500370903	RS UTILITY STRUCTURES INC ST GEORGE, UT 84790	COMPOSITE POLES AND DESIGN	E	B	5	F	N	01	19,730	0	0	11/4/2024	O	1/31/2025
4500370919 OGS-PS913AA	MODERN DISPOSAL SERVICES INC MODEL CITY, NY 14107	GENERAL REFUSE SERVICES	S	B	7	N	N	01			0		O	
4500370934	HAUN WELDING SUPPLY INC SYRACUSE, NY 13206	MILLER DYNASTY 210 TIG MACHINE	E	C	5	F	N	03	7,971	214	214	11/5/2024	O	1/10/2025
4500370943	HAYES PUMP INC FAIRFIELD, NJ 07004	CENTRIFUGAL PUMP	E	C	5	F	N	01	21,090	21,090	21,090	11/5/2024	O	2/7/2025
4500370968 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPMENT AND SERVICES -	H	B	7	N	04	03			209,735		C	
4500370976	IRIS POWER LP MISSISSAUGA ON CANADA	DC RAMP TEST	S	C	5	F	N	01	62,792	0	0	11/6/2024	O	2/28/2025
4500370987	TRIPLE A LUMBER INC MASSENA, NY 13662	CUSTOM KITCHEN CABINETS	E	2	5	N	N	01	6,613	6,613	6,613	11/7/2024	C	12/31/2024
4500370991	MOTION INDUSTRIES INC MOTION AI MOTION AI PELHAM, NY 10803	AIR BLOWER	E	C	5	N	N	02	7,375	0	0	11/7/2024	O	3/28/2025
4500370996	HIRELI LLC MILFORD, DE 19963	POTHEADS AND SPLICE KITS	E	C		F	03	01	539,796	0	0	11/7/2024	O	6/27/2025
4500371065	SAFESPAN SCAFFOLDING LLC TONAWANDA, NY 14150	SCAFFOLD RENTAL	E	C	5	N	N	01	19,363	14,192	14,192	11/12/2024	O	2/7/2025
4500371075	GOERGEN-MACKWIRTH CO INC NIAGARA FRONTIER CUSTOM FABRICATION NIAGARA FRONTIER CUSTOM FABRICATION BUFFALO, NY 14211	AIR BAFFLE PANELS	E	C	5	N	N	01	20,283	0	0	11/12/2024	C	12/31/2024
4500371078	GRACON LLC LAFAYETTE, CO 80026	SHEAR PINS	E	C	5	F	N	02	21,896	0	0	11/12/2024	O	2/21/2025
4500371087	BARON USA LEASING INC COOKEVILLE, TN 38506	OIL PROCESSING TRAILER	E	C	5	F	N	01	17,300	0	0	7/31/2024	C	10/18/2024
4500371102	SEAWAY TIMBER HARVESTING INC MASSENA, NY 13662	CRUSHER RUN	E	C	6	N	N	02	43,590	43,350	43,350	11/13/2024	C	12/6/2024
4500371120 OGS-PC70313	ALTEC INDUSTRIES INC BIRMINGHAM, AL 35242	EV BUCKET TRUCK	E	B	7	F	N	01			609,788		C	
4500371127 OGS- PS69515&PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			6,315		C	
4500371141 OGS-PC69520	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	B	7	N	N	01			10,239		C	
4500371162	TEXAS FLANGE AND FITTING SUPPLY INC PEARLAND, TX 77588	#400 FLANGES	E	C	5	F	N	03	13,776	0	0	11/14/2024	C	12/20/2024
4500371166	NYS INDUSTRIES FOR THE DISABLED INC ALBANY, NY 12203	CLEANING SERVICES FOR TRUSTEE HOUSE	S	B	4	N	N	01	20,010	0	0	12/1/2024	O	11/30/2025
4500371167	PENGATE HANDLING SYSTEMS INC ALBANY, NY 12205	FORKLIFT BATTERIES	E	C	6	N	N	04	20,198	0	0	11/14/2024	O	1/31/2025
4500371177	LINKEDIN CORP SUNNYVALE, CA 94085	SUBSCRIPTION - LINKEDIN MEMBERSHIP	I	2	8	F	N	01	572,900	190,967	190,967	12/23/2024	O	12/22/2027
4500371205	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	EATON ITEMS	E	C	6	N	N	04	8,940	3,663	3,663	11/15/2024	O	3/21/2025
4500371209	SIEMENS INDUSTRY INC SCHENECTADY, NY 12305	SOFTWARE - E-TRAN AND E-TRAN PLUS	I	1	5	N	N	01	30,300	0	0	11/15/2024	O	11/14/2025
4500371221	ELB LEARNING PLATO ELEARNING LLC PLATO ELEARNING LLC AMERICAN FORK, UT 84003	ELEARNING LICENSES SUBSCRIPTION	S	1	5	F	N	01	29,985	5,997	5,997	12/16/2024	O	12/15/2025
4500371228	FIBER INSTRUMENT SALES INC ORISKANY, NY 13424	CCH CASSETTES	E	C	5	N	N	02	13,704	13,704	13,704	11/15/2024	C	12/5/2024
4500371233	GREEN MOUNTAIN ELECTRIC SUPPLY INC COLCHESTER, VT 05446	ADIRONDACK SUBSTATION MATERIALS	E	C	6	N	N	04	9,719	3,454	3,454	11/15/2024	C	12/4/2024
4500371234	LOWE, GRAVELL AND ASSOCIATES INT'L CORP CORP MASSENA, NY 13662	ENGINEERING AND DESIGN RECORDS	S	2	5	N	N	01	7,700	0	0	11/15/2024	O	1/24/2025
4500371247	DILO CO INC ODESSA, FL 33556	ANALYZER REPAIR	E	C	6	F	N	01	8,438	0	0	11/18/2024	O	3/21/2025
4500371259	ACLARA TECHNOLOGIES LLC DBA FOR METER READINGS HOLDING LLC DBA FOR METER READINGS HOLDING LLC SAINT LOUIS, MO 63146	KV2C METERS	E	C	5	F	N	01	22,765	0	0	11/18/2024	O	10/20/2025
4500371277 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO NETWORK SWITCH REPLACEMENT EQUIPMENT	H	B	7	N	04	03			94,264		C	
4500371299	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	LM6000 PARTS BORESCOPE	E	C	5	F	N	03	23,520	23,869	23,869	11/19/2024	O	1/17/2025
4500371307	AMETEK SOLIDSTATE CONTROLS SOLIDSTATE CONTROLS LLC SOLIDSTATE CONTROLS LLC COLUMBUS, OH 43085	TRANSFORMER	E	2	5	F	N	01	28,468	0	0	11/19/2024	O	1/31/2025
4500371327	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	CEILING TILE SUPPLIES	E	C	5	F	N	01	8,697	8,697	8,697	11/20/2024	C	12/23/2024
4500371330	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	BRAKE AIR AFTERCOOLER	E	C	5	N	N	02	19,180	0	0	11/20/2024	O	4/25/2025
4500371338 OGS-PC69517	KURK FUEL OIL CO DBA FOR GOETZ ENERGY CORP DBA FOR GOETZ ENERGY CORP BUFFALO, NY 14217	FUEL	E	B	7	N	N	01			4,575		O	
4500371352	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	PLUG IGNITERS	E	C	5	F	N	03	15,000	15,223	15,223	11/20/2024	O	1/31/2025
4500371354	OEM PARTS NETWORK INC RANCHO CUCAMONGA, CA 91730	PLUG IGNITERS	E	C	5	F	N	03	10,173	0	0	11/20/2024	O	1/31/2025
4500371377	EVERYDAY GOURMET CHERYL ANN GILL CHERYL ANN GILL NIAGARA FALLS, NY 14304	END OF YEAR REVIEW	E	C	5	N	03	04	7,920	0	0	11/21/2024	C	12/31/2024

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500371382	ACCU SHIM INC LYONS, IL 60534	LOT OF SHIMS	E	2	5	F	N	01	9,807	9,715	9,715	11/21/2024	C	12/13/2024
4500371395 OGS-PC69479	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			6,494		O	
4500371397	EATON CORP C/O HASGO POWER EQUIPMENT SALES INC C/O HASGO POWER EQUIPMENT SALES INC WARRENDALE, PA 15086	BREAKERS	E	B		F	N	03	174,907	0	0	11/22/2024	O	5/23/2025
4500371413	DYNAMIC RATINGS INC SUSSEX, WI 53089	BAU ADAPTERS	E	1	5	N	N	01	7,904	0	0	11/22/2024	C	12/4/2024
4500371445	LANDGATE CORP DENVER, CO 80206	MAINTENANCE - LANDGATE	I	2	8	F	N	01	65,000	65,000	65,000	12/2/2024	O	12/1/2025
4500371451	PRINOTH LLC GILMANTON, NH 03237	PRINOTH PARTS	E	C	5	N	N	03	8,101	0	0	11/25/2024	O	1/24/2025
4500371458	ACI CONTROLS INC CHEEKTOWAGA, NY 14227	COOLING WATER MOV ASSEMBLY	E	C	5	F	N	02	11,240	0	0	11/25/2024	O	2/3/2025
4500371486	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	GE RELAY	E	C	5	N	04	01	39,804	39,804	39,804	11/26/2024	C	12/16/2024
4500371512	DAIKIN APPLIED AMERICAS INC DBA DAIKIN APPLIED DBA DAIKIN APPLIED MINNEAPOLIS, MN 55441	CHILLER REPAIR	S	2	5	N	N	01	25,782	0	0	11/26/2024	O	2/6/2025
4500371514	HAGERMAN AND COMPANY INC MT ZION, IL 62549	MAINTENANCE - VAULT AND HAGERMAN	I	2	6	F	N	01	33,475	0	0	12/13/2024	O	12/12/2025
4500371545	BUFFALO METROLOGY INC BUFFALO, NY 14218	LASER METROLOGY RM UNIT 02	S	2	5	N	N	01	24,500	7,204	7,204	11/27/2024	O	2/28/2025
4500371552	STUART C IRBY CO FULTON, NY 13069	ELECTROSWITCH AND RELAYS	E	C	6	N	N	01	12,027	0	0	11/27/2024	C	11/27/2024
4500371558	COACHS CORNER MASSENA, NY 13662	END OF YEAR LUNCH	E	C	5	N	N	02	8,999	0	0	11/27/2024	C	12/19/2024
4500371576	ELECNOR HAWKEYE LLC HAUPPAUGE, NY 11788	STS VERIZON SITE READY WORK	S	2	5	N	N	01	12,200	0	0	12/2/2024	O	1/31/2025
4500371597	BRENNTAG NORTH AMERICA INC BWE-LLC (NOCO LUBRICANTS) BWE-LLC (NOCO LUBRICANTS) HOUSTON, TX 77033	TURBINE OIL	E	C	5	F	N	02	24,342	0	0	12/3/2024	C	12/23/2024
4500371599	TATE ANDALE LLC BALTIMORE, MD 21227	STRAINER PARTS	E	C	5	F	N	02	39,420	0	0	12/3/2024	O	3/14/2025
4500371615	SKYWORKS LLC BUFFALO, NY 14206	JLG LIFT UNIT	E	B		N	N	09	124,825	0	0	12/3/2024	O	2/28/2025
4500371626	NEARMAP US INC LEHI, UT 84043	MAINTENANCE - NEARMAP SAAS MAPPING TOOL	I	2	5	F	N	01	11,250	0	0	7/7/2024	O	7/6/2025
4500371631	SUE STEELE LANDSCAPE ARCHITECTURE PLLC PLLC FAIRPORT, NY 14450	DESIGN AND ATTESTATION	S	2	5	N	03	01	6,200	0	0	12/4/2024	O	3/30/2025
4500371673	WELLS TECHNOLOGY INC BEMIDJI, MN 56601	HOLLAENDER PARTS	E	C	5	N	04	02	7,066	0	0	12/5/2024	O	1/3/2025
4500371675	VAISALA INC LOUISVILLE, CO 80027	SOFTWARE - THUNDERSTORM MANAGER	I	2	5	N	N	01	47,747	0	0	12/5/2024	O	12/31/2025
4500371691	ANY WHEELS INCORPORATED LIBERTY, NY 12754	POLARIS RANGER KINETIC	E	B		N	N	04	115,878	0	0	12/5/2024	O	3/5/2025
4500371702	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	GE B90 BUS RELAY	E	C	5	N	04	02	18,343	0	0	12/5/2024	O	1/2/2025
4500371759	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	COMPUTER MONITORS	H	DP	5	N	04	04	7,395	7,395	7,395	12/6/2024	C	12/12/2024
4500371763	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	IT HARDWARE	H	DP	5	N	04	04	21,041	21,041	21,041	12/6/2024	C	12/23/2024
4500371772	GAETA POWERS SERVICES, LLC SHREWSBURY, NJ 07702	INTAKE AIR BRAKE	E	C		F	N	01	24,105	0	0	12/6/2024	O	5/16/2025
4500371774	RARITAN GROUP INC NEW BRUNSWICK, NJ 08906	AUMA VALVE ACTUATOR REPAIR	C	2	5	F	N	01	18,299	1,248	1,248	12/6/2024	O	1/31/2025
4500371787	TATE ANDALE LLC BALTIMORE, MD 21227	STRAINERS	E	C	5	F	N	03	40,290	0	0	12/9/2024	O	3/7/2025
4500371798	NYS INDUSTRIES FOR THE DISABLED INC ALBANY, NY 12203	CLEANING SERVICES FOR MALONE OFFICE	S	B	4	N	N	01	12,735	0	0	12/9/2024	O	12/4/2025
4500371800	SIEMENS INDUSTRY INC MINNETONKA, MN 55305	MAINTENANCE - SPECTRUM POWER 3	I	1	8	F	N	01	518,290	0	0	12/9/2024	O	12/31/2025
4500371817	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	MAINTENANCE - BITSIGHT TOTAL RISK MONITORING AND SPM MANAGEMENT	I	2	8	F	03	01	255,481	255,481	255,481	10/11/2024	O	10/10/2025
4500371818	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	AMMOSENSOR	E	C	5	F	N	02	6,697	0	0	12/9/2024	O	2/7/2025
4500371851	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	ETHERNET SWITCH	E	C	5	F	04	02	8,690	0	0	12/10/2024	O	2/25/2025
4500371883	GDB GEOSPATIAL SAM-NY GEOSPATIAL INC SAM-NY GEOSPATIAL INC MELVILLE, NY 11747	UNDERGROUND LOCATING SERVICES	P	B		N	N	02	3,000,000	0	0	12/11/2024	O	12/10/2029
4500371894	PDS CONSULTANTS INC EAGLE SAFETY EYEWEAR EAGLE SAFETY EYEWEAR LOUISVILLE, KY 40218	PRESCRIPTION SAFETY GLASSES	E	C	5	N	N	01	10,000	0	0	12/11/2024	O	12/31/2025
4500371904 OGS-PM68161	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	JUNIFER NETWORK FIREWALL EQUIPMENT AND SERVICES	I	B	7	N	04	01			0		O	
4500371915 OGS-PC69515	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	B	7	N	N	01			6,479		O	
4500371938	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	CRANE PARTS	E	C	6	N	N	01	12,984	0	0	12/12/2024	O	3/28/2025
4500371980	TURBINE TRENDS LLC SPOTSWOOD, NJ 08884	OIL FILTRATION SKID	E	C		F	N	04	42,500	42,500	42,500	12/13/2024	O	3/14/2025
4500372000	OZKAR SERVICES LLC ISLIP, NY 11751	SOFTWARE - POWERBASE	I	C	5	N	10	01	32,107	0	0	12/17/2024	O	12/16/2025
4500372019	STUART C IRBY CO FULTON, NY 13069	3500 BAY STOCK ITEMS	E	B		N	N	05	45,319	0	0	12/16/2024	O	7/31/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4500372042	ALTA ENTERPRISES LLC ALTA MATERIAL HANDLING ALTA MATERIAL HANDLING LIVONIA, MI 48150	FORKLIFT	E	B		F	N	03	55,236	0	0	12/17/2024	O	5/1/2025
4500372049	ALTEC INDUSTRIES INC BIRMINGHAM, AL 35242	TRACKED BOOM LIFT	E	B		F	N	03	189,372	0	0	12/17/2024	O	4/30/2025
4500372067 OGS-PC70538	SPRAGUE OPERATING RESOURCES LLC PORTSMOUTH, NH 03801	FUEL	E	B	7	N	N	01			0		O	
4500372084	FLEET MAINTENANCE INC WEST SENECA, NY 14224	WESTERN STAR 49X ROAD TRACTORS	E	B		N	03	01	631,617	0	0	12/17/2024	O	5/16/2025
4500372095	TRINITY CYBER INC BOWIE, MD 20715	SUBSCRIPTION - EDGE SECURE FORWARD PROXY DEPLOYMENT	I	2	8	F	N	01	306,024	0	0	12/1/2024	O	11/30/2025
4500372150	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	CODE UPGRADE TO KIDDE PANEL	S	B	5	N	02	02	7,747	0	0	12/19/2024	O	1/30/2025
4500372188	AERODERIVATIVE GAS TURBINE SUPPORT INC SUPPORT INC BOCA RATON, FL 33487	FLOW WATER INJECTION	E	C	5	F	N	01	29,648	0	0	12/19/2024	O	3/21/2025
4500372243	ALTA ENTERPRISES LLC ALTA MATERIAL HANDLING ALTA MATERIAL HANDLING LIVONIA, MI 48150	FORKLIFT BATTERIES	E	C	6	F	N	01	13,016	0	0	12/20/2024	O	2/19/2025
4500372308	CYME INTERNATIONAL TANDD INC BROSSARD PQ CANADA	MAINTENANCE - CYME	I	1	8	N	N	01	54,683	0	0	12/23/2024	O	12/22/2025
4500372347	BOULDEN COMPANY DBA FOR B BOULDEN COMPANY INC DBA FOR B BOULDEN COMPANY INC CONSHOHOCKEN, PA 19428	VALVES	E	C	5	F	N	02	9,708	0	0	12/26/2024	O	1/31/2025
4500372353	FLUID FLOW PRODUCTS INC INDUSTRIAL PROCESS SOLUTIONS INDUSTRIAL PROCESS SOLUTIONS CHARLOTTE, NC 28217	FILTERS	E	C	5	F	N	02	5,346	0	0	12/27/2024	O	2/7/2025
4500372378 OGS-PM69723	MICROSOFT CORP TAMPA, FL 33607	MICROSOFT SERVICES AND SUPPORT	S	B	7	F	N	01			0		O	
4500372390 OGS-PC70538	SPRAGUE OPERATING RESOURCES LLC PORTSMOUTH, NH 03801	FUEL	E	B	7	F	N	01			0		O	
4500372400 OGS-PM20800	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	CISCO EQUIPEMENT AND SERVICES	E	B	7	N	04	03			0		O	
4500372478	vCLOUD TECH INC VALUE ADDED RESELLERS VALUE ADDED RESELLERS ROLLING HILLS ESTATES, CA 90274	MAINTENANCE - UDEMY	I	2	6	F	04	01	17,695	0	0	12/20/2024	O	12/19/2025
4600001946	RCM TECHNOLOGIES INC FACILITIES DESIGN AND CONSTRUCTION FACILITIES DESIGN & CONSTRUCTION PENNSAUKEN, NJ 08109	PROGRAM MANAGEMENT AND IMPLEMENTATION SERVICES FOR THE SOUTHEAST NEW YORK	C	B		N	N	06	140,759,564	140,201,123	166,407	6/1/2008	O	12/31/2026
4600002315	MITSUBISHI POWER AMERICAS INC BASKING RIDGE, NJ 07920	PUMP TURBINE UPGRADE	C	B		F	N	06	149,397,445	148,928,843	0	7/30/2010	O	12/31/2025
4600002316	HOHL INDUSTRIAL SERVICES INC TONAWANDA, NY 14150	INTAKE GATES AND DRAFT TUBE GATES REFURBISHMENT	S	B		N	N	07	16,416,115	15,976,303	267,241	7/28/2010	C	12/31/2024
4600002436	EATON CORP UNION, NJ 07083	CONTROL SYSTEM INTEGRATION	E	B		F	N	05	13,111,706	13,111,706	243,489	9/27/2011	O	12/31/2025
4600002534	ANDRITZ HYDRO CORP CHARLOTTE, NC 28262	MOTOR GENERATOR UPGRADE	C	B		F	N	05	94,291,364	81,719,444	5,464,984	7/2/2012	O	12/31/2025
4600002547	VOITH HYDRO INC YORK, PA 17408	SERVOMOTORS	E	B		F	N	02	6,103,048	6,069,334	0	7/2/2012	O	12/31/2025
4600002632	GUTH DECONZO CONSULTING ENGINEERS PC PC NEW YORK, NY 10001	IMPLEMENTATION SERVICES	C	B		N	N	30	34,330,256	31,741,789	530,396	3/1/2013	O	12/31/2025
4600002635	CDM CONSTRUCTORS INC WOODBURY, NY 11797	IMPLEMENTATION SERVICES	C	B		N	N	30	173,829,377	165,741,748	1,604,056	3/1/2013	O	12/31/2025
4600002642	SAVIN ENGINEERS PC PLEASANTVILLE, NY 10570	IMPLEMENTATION SERVICES	C	B		N	04	30	162,264,462	129,655,777	22,475,713	3/1/2013	O	12/31/2025
4600002646	ECOSYSTEM/LIRO ENERGY GROUP II JOINT VENTURE JOINT VENTURE SYOSSET, NY 11791	IMPLEMENTATION SERVICES	C	B		N	N	30	251,343,058	234,808,365	2,309,765	3/1/2013	O	12/31/2025
4600002655	MALCOLM PIRNIE A SUB SIDIARY OF ARCADIS US INC A SUB SIDIARY OF ARCADIS US INC WHITE PLAINS, NY 10601	IMPLEMENTATION SERVICES	C	B		N	N	30	102,801,210	87,456,274	0	3/1/2013	O	12/31/2025
4600002769	MRP ELECTRICAL PRODUCTS LLC ESSEX, CT 06426	FURNISH AND DELIVER OCCUPANCY SENSORS AND DAYLIGHT CONTROL DEVICES FOR PROJECTS	E	B		N	N	03	34,451	34,451	0	4/1/2014	O	3/28/2026
4600002770	ENERGY CONSERVATION AND SUPPLY BROOKLYN, NY 11201	FURNISH AND DELIVER OCCUPANCY SENSORS AND DAYLIGHT CONTROL DEVICES FOR THE AUTHORITY'S HELP PROGRAM	E	B		N	N	03	255,452	254,284	0	3/24/2014	O	3/28/2025
4600002790 OGS-PS63596	TIME WARNER CABLE INC LATHAM, NY 12110	TIME WARNER CABLE FIBER OPTIC INSTALLATION	S	B	7	N	N	01			0		C	
4600002859	PRES SERVICES LLC PRES ENERGY PRES ENERGY TONAWANDA, NY 14150	STATEWIDE ENERGY EFFICIENCY PROGRAM	C	B		N	N	31	73,784,713	70,753,525	1,741,883	10/15/2014	O	10/14/2025
4600002866	NIAGARA COATINGS SERVICES INC NIAGARA FALLS, NY 14304	HIGH PERFORMANCE COATING PROJECT	C	B		N	N	02	1,348,741	1,286,376	4,558	11/13/2014	O	12/31/2025
4600002882	GUTH DECONZO CONSULTING ENGINEERS PC PC NEW YORK, NY 10001	STATEWIDE ENERGY EFFICIENCY PROGRAM	C	B		N	N	31	112,137,342	106,967,477	883,702	10/15/2014	O	10/14/2025
4600002934	WENDEL ENERGY SERVICES LLC WILLIAMSVILLE, NY 14221	AUDIT DESIGN AND TURNKEY SERVICES	S	B		N	N	31	101,463,130	88,886,377	713,114	4/6/2015	O	10/14/2025
4600003011	GREENMAN-PEDERSEN INC ALBANY, NY 12205	ON-CALL ENGINEERING SERVICES	S	B		N	N	17	2,554,886	2,179,485	20,144	9/21/2015	C	6/30/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003122	CENTER FOR INTERNET SECURITY INC EAST GREENBUSH, NY 12061	CYBER SECURITY SERVICES	E	B		N	N	04	6,091,089	5,989,565	0	3/7/2016	C	2/29/2024
4600003137	GOODMART LIGHTING AND ELECTRICAL SUPPLY SUPPLY NEW YORK, NY 10016	LIGHTING HARDWARE	E	B		N	N	03	1,012,480	1,010,332	44,707	2/23/2016	O	2/16/2026
4600003173	HITACHI MITSUBISHI HYDRO CORPORATION CORPORATION MINATO-KU TOKYO 13 JAPAN	HOME OFFICE ENGINEERING SERVICES	A	1	8	F	N	01	98,248	74,938	954	6/1/2016	O	3/30/2026
4600003180	SIEMENS INDUSTRY INC WENDELL, NC 27591	SAMAC SUPPORT	P	2	8	N	N	01	413,419	408,298	71,769	7/1/2016	O	6/30/2026
4600003232	TYNDALE CO DBA FOR TYNDALE ENTERPRISES INC DBA FOR TYNDALE ENTERPRISES INC PIPERSVILLE, PA 18947	FIRE RESISTANT CLOTHING	E	B		F	N	06	9,492,652	7,926,035	1,361,327	11/1/2016	O	10/30/2025
4600003268	AMERICAN VETERAN ENTERPRISE TEAM LLC TEAM LLC AMSTERDAM, NY 12010	LOCKS	E	B		F	02	02	161,492	159,096	18,216	1/13/2017	O	1/12/2026
4600003275	APOGEE TRANSLITE INC DEER PARK, NY 11729	LIGHTING UPGRADE	E	B		N	N	06	2,311,245	2,311,245	0	3/13/2017	O	2/7/2025
4600003299	GRIDPOINT INC RESTON, VA 20190	NYEM DEEP SUB-METERING	S	B		F	N	15	2,785,291	1,379,166	0	5/3/2017	O	5/31/2026
4600003317	GE RENEWABLES US LLC GREENWOOD VILLAGE, CO 80111	DESIGN-SUPPLY MOTGEN THRUST BEARING COMP	E	B		F	N	01	2,867,250	2,731,362	0	6/9/2017	O	12/31/2025
4600003354	SOLAR LIBERTY ENERGY SYSTEMS INC BUFFALO, NY 14221	DISTRIBUTED ENERGY PROJECTS AT THE AUTHORITY'S CUSTOMER FACILITIES	S	B		N	N	29	2,214,134	2,041,346	998,854	9/1/2017	C	8/31/2024
4600003372	RTDS TECHNOLOGIES INC WINNIPEG MB CANADA	FURNISH DELIVER INSTALL AND COMMISSION SIMULATORS FOR AGILE THAT WOULD PROVIDE MVSS AND ALLOW FOR FUTURE EXPANSION	E	B		F	N	02	2,703,276	2,635,525	69,050	9/11/2017	O	9/28/2027
4600003373	OPAL-RT TECHNOLOGIES INC MONTREAL QC CANADA	FURNISH DELIVER INSTALL AND COMMISSION SIMULATORS FOR AGILE THAT WOULD PROVIDE MVSS AND ALLOW FOR FUTURE EXPANSION	E	B		F	N	02	1,808,649	1,722,805	26,895	9/29/2017	O	9/28/2027
4600003374	GE VERNOVA INTERNATIONAL LLC FKA GENERAL ELECTRIC INTERNATIONAL FKA GENERAL ELECTRIC INTERNATIONAL ATLANTA, GA 30339	LONG TERM SERVICE AND EXTENDED PARTS AGREEMENT	M	B		F	N	03	56,477,365	51,798,059	6,852,395	9/28/2017	O	9/27/2041
4600003387	GE VERNOVA INTERNATIONAL LLC FKA GENERAL ELECTRIC INTERNATIONAL FKA GENERAL ELECTRIC INTERNATIONAL ATLANTA, GA 30339	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		F	N	28	17,955,685	15,424,184	1,200,000	11/1/2017	O	12/31/2025
4600003388	PA CONSULTING GROUP INC NEW YORK, NY 10174	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		N	N	28	9,317,034	9,006,010	0	11/1/2017	O	12/31/2025
4600003389	INDIGO ADVISORY GROUP LLC DBA FOR DAVID GROARKE DBA FOR DAVID GROARKE ASTORIA, NY 11106	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		N	N	28	4,916,874	4,799,550	16,800	11/1/2017	O	12/31/2025
4600003392	MARS DISCOVERY DISTRICT TORONTO ON CANADA	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		F	N	28	1,202,306	1,158,093	0	11/1/2017	O	12/31/2025
4600003399	TURNER AND TOWNSEND INC NEW YORK, NY 10017	ASSET MANAGEMENT SUPPORT SERVICES	P	B		N	N	09	3,771,369	3,507,858	68,078	11/1/2017	C	4/30/2024
4600003413	TALISEN TECHNOLOGIES INC SAINT LOUIS, MO 63141	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		N	04	28	2,239,197	1,972,387	136,460	12/8/2017	O	12/31/2025
4600003421	GOODMART LIGHTING AND ELECTRICAL SUPPLY SUPPLY NEW YORK, NY 10016	ENERGY EFFICIENCY LIGHTING	E	B		N	N	08	5,281,105	5,123,045	1,004,006	12/18/2017	O	12/12/2025
4600003445	ACCENTURE LLP ALBANY, NY 12210	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		N	N	28	16,700,587	16,699,984	0	1/29/2018	O	12/31/2025
4600003446	LOCKHEED MARTIN CORPORATION GRAND PRAIRIE, TX 75051	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		F	N	28	5,000	0	0	1/29/2018	O	12/31/2025
4600003449	SIEMENS INDUSTRY INC SCHENECTADY, NY 12305	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		N	N	28	133,459	133,424	0	2/10/2018	O	12/31/2025
4600003450	BURNS AND MCDONNELL CONSULTANTS INC BURNS AND MCDONNELL CONSULTANTS PC KANSAS CITY, MO 64114	ASSET MANAGEMENT SUPPORT SERVICES	P	B		F	N	09	630,348	604,000	95,523	2/19/2018	C	12/31/2024
4600003451	MEDIASTAR SYSTEMS CABLETIME LIMITED CABLETIME LIMITED HACKENSACK, NJ 07601	DIGITAL SIGNAGE FOR COMMUNICATIONS	E	B		F	N	04	962,057	944,745	0	3/13/2018	C	3/12/2024
4600003452	SIGNIFY NORTH AMERICA CORPORATION SOMERSET, NJ 08873	ENERGY EFFICIENCY LIGHTING	E	B		F	N	12	4,790,700	4,775,035	0	3/1/2018	O	3/14/2026
4600003455	CDW COMPUTER CENTER INC CDW GOV'T SALES CDW GOV'T SALES SHELTON, CT 06484	CINEMASSIVE EQUIPMENT	E	B		N	N	03	3,635,208	3,630,972	0	2/27/2018	C	12/31/2024
4600003456	REXEL USA INC ALBANY, NY 12205	ENERGY EFFICIENCY LIGHTING	E	B		N	N	12	200,245	198,025	0	3/19/2018	O	3/17/2026
4600003459	C3.AI INC REDWOOD CITY, CA 94063	DIGITAL UTILITY STRATEGIC PARTNERSHIP	E	B		F	N	28	11,056,333	10,678,232	0	3/30/2018	O	12/31/2025
4600003465	CANON SOLUTIONS AMERICA INC MELVILLE, NY 11747	MANAGED PRINT SERVICES	E	C		F	N	03	4,432,485	3,700,663	740,851	5/1/2018	O	4/30/2027
4600003470	SCHWEITZER ENGINEERING LAB INC SEL ENGINEERING SERVICES INC SEL ENGINEERING SERVICES INC PULLMAN, WA 99163	SCHWEITZER OUTLINE AGREEMENT	E	B		F	N	02	1,281,778	1,279,406	160,664	5/1/2018	O	4/30/2026

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003471	SCHWEITZER ENGINEERING LAB INC SEL ENGINEERING SERVICES INC SEL ENGINEERING SERVICES INC PULLMAN, WA 99163	SCHWEITZER EQUIPMENT	E	B		F	N	02	871,036	772,797	91,592	5/1/2018	O	4/30/2026
4600003477	A-LINE E D S INC WATERLOO, IA 50703	TRANSPORT AND DISPOSAL OF OIL FILLED EQUIPMENT	S	B		F	N	03	293,501	0	0	5/1/2018	C	3/31/2024
4600003478	TCI OF NY LLC COEYMANS, NY 12045	TRANSPORT AND DISPOSAL OF OIL FILLED EQUIPMENT	S	B		N	N	03	689,368	380,779	37,155	5/1/2018	C	3/31/2024
4600003482	U ARIAS CORP NEW HYDE PARK, NY 11040	LANDSCAPTING	S	B		N	04	01	582,375	447,802	25,500	5/20/2018	C	5/20/2024
4600003484	GRAINGER DBA FOR W W GRAINGER INC DBA FOR W W GRAINGER INC PALATINE, IL 60038	MRO INDUSTRIAL SUPPLIES STATEWIDE	E	B		F	N	04	18,297,976	17,052,137	3,746,138	9/28/2018	O	10/31/2025
4600003499	ARCADIS US INC NEW YORK, NY 10017	ORACLE PRIMAVERA CONSULTING SERVICES	R	B		N	N	12	1,337,019	1,336,718	0	8/27/2018	C	12/31/2024
4600003500	TURNER AND TOWNSEND INC NEW YORK, NY 10017	ORACLE PRIMAVERA CONSULTING SERVICES	R	B		N	N	12	1,212,263	1,209,119	0	8/27/2018	C	12/31/2024
4600003507	TOLL INTERNATIONAL LLC NEW YORK, NY 10023	ORACLE PRIMAVERA CONSULTING SERVICES	R	B		N	04	12	1,083,454	1,047,421	0	8/27/2018	C	8/26/2024
4600003509	BURNS AND MCDONNELL CONSULTANTS INC BURNS AND MCDONNELL CONSULTANTS PC KANSAS CITY, MO 64114	ORACLE PRIMAVERA CONSULTING SERVICES	R	B		N	N	12	5,000	0	0	8/27/2018	C	12/31/2024
4600003511	LOUIS BERGER US INC MORRISTOWN, NJ 07962	ASBESTOS AND LEAD MANAGEMENT SERVICES	A	B		N	N	11	497,631	303,496	60,647	10/2/2018	C	9/30/2024
4600003515	LIRO ENGINEERS INC SYOSSET, NY 11791	ASBESTOS AND LEAD MANAGEMENT SERVICES	A	B		N	N	11	967,742	795,532	67,739	10/2/2018	C	9/30/2024
4600003521	J W DIDADO ELECTRIC LLC AKRON, OH 44306	T AND D EMERGENCY RESPONSE SERVICES	C	B		F	N	06	5,000	0	0	9/12/2018	O	9/11/2026
4600003522	NORTHLINE UTILITIES LLC DBA FOR NORTHLINE VENTURES INC DBA FOR NORTHLINE VENTURES INC AU SABLE FRKS, NY 12912	T AND D EMERGENCY RESPONSE SERVICES	C	B		N	N	06	917,871	635,240	623,317	9/12/2018	O	9/11/2026
4600003523	D AND D POWER LLC LATHAM, NY 12110	T AND D EMERGENCY RESPONSE SERVICES	C	B		N	N	06	5,000	0	0	9/12/2018	O	9/11/2026
4600003524	MICHELS POWER INC M10 INC M10 INC BROWNSVILLE, WI 53006	T AND D EMERGENCY RESPONSE SERVICES	C	B		F	N	06	5,000	0	0	9/12/2018	O	9/11/2026
4600003526	HAUGLAND ENERGY GROUP LLC MELVILLE, NY 11747	T AND D EMERGENCY RESPONSE SERVICES	C	B		N	N	06	5,000	0	0	9/5/2018	O	9/4/2026
4600003529	E-J ELECTRIC TANDD LLC WALLINGFORD, CT 06492	T AND D EMERGENCY RESPONSE SERVICES	C	B		F	N	06	5,000	0	0	9/12/2018	O	9/11/2026
4600003531	JOHNSON CONTROLS INC MILWAUKEE, WI 53202	FIRE ALARM AND SAFETY SYSTEMS PROGRAM	C	B		N	N	01	28,915,607	26,776,928	901,369	9/28/2018	O	7/30/2025
4600003538	EV CONNECT INC EL SEGUNDO, CA 90245	FURNISH DELIVER INSTALL SERVICE MAINTAIN AND WARRANTY EVSE AND NETWORK SOFTWARE THROUGHOUT NYS	C	B		F	N	11	7,822,471	7,782,846	406,765	11/15/2018	C	11/14/2024
4600003539	VERDEK LLC MONROE, CT 06468	FURNISH DELIVER INSTALL SERVICE MAINTAIN AND WARRANTY EVSE AND NETWORK SOFTWARE THROUGHOUT NYS	C	B		F	N	11	27,347,013	25,439,369	7,027,582	11/15/2018	C	11/14/2024
4600003541	MPREST INC WILMINGTON, DE 19810	DIGITAL UTILITY PARTNERSHIP SERVICES	P	B		N	N	42	157,500	157,272	0	1/6/2022	O	12/31/2025
4600003543	DOBLE ENGINEERING CORP C/O ELECTRICOM INC C/O ELECTRICOM INC SYRACUSE, NY 13215	DIGITAL UTILITY PARTNERSHIP SERVICES	P	B		N	N	42	29,410	21,250	0	12/17/2018	O	12/31/2025
4600003544	VRINDA INC NEW YORK, NY 10075	DIGITAL UTILITY PARTNERSHIP SERVICES	P	B		N	07	42	513,400	331,200	0	11/1/2018	O	12/31/2025
4600003545	UTEGRATION LLC HOUSTON, TX 77042	DIGITAL UTILITY PARTNERSHIP SERVICES	P	B		F	N	42	5,000	0	0	12/17/2018	O	12/31/2025
4600003546	GE GRID SOLUTIONS LLC CHARLEROI, PA 15022	VERTICAL MOTOR OPERATED DISCONNECT SWITCHES	E	B		F	N	01	240,612	205,324	62,573	11/11/2015	O	12/31/2025
4600003549 OGS-PM67989	LIGHTSPEED TECHNOLOGIES INC WALL TOWNSHIP, NJ 07719	SG AND T COMMUNICATION BACKBONE-PHASES 1 2 3 FIBER ELECTRONICS AND SERVICES	C	B	7	F	02	01			299,172		O	
4600003552	CHAIONE INC HOUSTON, TX 77046	DIGITAL UTILITY SERVICES	P	B		F	N	42	5,000	0	0	11/29/2018	O	12/31/2025
4600003553	ELECTRIC POWER GROUP LLC PASADENA, CA 91101	PROFESSIONAL SERVICES DIGITAL UTILITY PARTNERSHIP	P	B		F	N	42	378,626	328,626	210,626	12/17/2018	O	12/31/2025
4600003554	E SOURCE COMPANIES LLC TROVE PREDICTIVE DATA SCIENCE LLC TROVE PREDICTIVE DATA SCIENCE LLC BOULDER, CO 80301	DIGITAL UTILITY PARTNERSHIP SERVICES	P	B		N	N	42	94,520	94,520	0	12/17/2018	O	12/31/2025
4600003555	DIGITAL ENGINEERING LTD BRISTOL BR UNITED KINGDOM	DIGITAL ENGINEERING SERVICES	P	B		F	N	42	5,000	0	0	12/17/2018	O	12/31/2025
4600003556	UPTAKE TECHNOLOGIES INC CHICAGO, IL 60654	DIGITAL UTILITY PARTNERSHIP SERVICES	P	B		F	N	42	650,000	650,000	0	12/17/2018	O	12/31/2025
4600003563	GZA GEOENVIRONMENTAL OF NEW YORK NORWOOD, MA 02062	GEOTECHNICAL ON-CALL ENGINEERING SERVICES	A	B		N	N	29	1,290,281	1,058,067	83,752	1/1/2019	C	12/31/2024
4600003568	GOMEZ AND SULLIVAN ENGINEERS DPC NEW HARTFORD, NY 13413	GEOTECHNICAL ON-CALL ENGINEERING SERVICES	A	B		N	N	29	1,577,060	1,450,786	180,208	1/2/2019	C	12/31/2024
4600003578	LABELLA ASSOCIATES D P C ROCHESTER, NY 14614	ENERGY EFFICIENCY ON-CALL ENGINEERING SERVICES	A	B		N	N	29	1,227,869	729,469	318,871	1/10/2019	C	12/31/2024
4600003582	TEG ENERGY GROUP INC BROOKLYN, NY 11205	SUPPORT CONTROL SYSTEM UPGRADES	S	B		N	N	01	831,085	692,900	0	5/1/2019	C	3/15/2024
4600003589	JOHN CRANE INC MORTON GROVE, IL 60053	JOHN CRANE MECHANICAL SEALS	E	B		F	N	01	453,371	451,160	0	1/30/2019	O	1/29/2025
4600003591	KRELLER BUSINESS INFORMATION GROUP CINCINNATI, OH 45202	THIRD PARTY VETTING SERVICES	S	B		F	N	10	5,000	5,000	0	2/1/2019	C	1/31/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003593	BUCK GLOBAL LLC BCHR US ACQUISITIONS INC BCHR US ACQUISITIONS INC ROLLING MEADOWS, IL 60008	BENEFIT ADMINISTRATION AND CONSULTING SERVICES	P	B		N	N	02	2,368,532	2,113,661	428,936	12/16/2018	C	12/15/2024
4600003594	QUINTAL CONTRACTING CORP ISLIP, NY 11751	ALGAE SCRAPING OF THE REINJECTION PONDS	S	B		N	N	01	249,984	211,891	19,290	5/17/2019	C	5/16/2024
4600003598	HYDRO TECH INC SAULT STE MARIE ON CANADA	ON-CALL SPECIALTY ENGINEERING SERVICES	A	B		N	N	04	593,247	435,704	0	3/8/2019	C	2/28/2024
4600003599	POWER ENGINEERING INC IRVINE, CA 92606	ON-CALL SPECIALTY ENGINEERING SERVICES	A	B		N	N	04	5,185,766	4,439,518	0	3/8/2019	C	2/28/2024
4600003600	KEMCO INDUSTRIES LLC SANFORD, FL 32773	RELAYS	E	B		F	N	02	1,973,678	1,903,808	121,548	3/11/2019	O	3/10/2026
4600003601	WESTROCK MECHANICAL CORP TALLMAN, NY 10982	HVAC SERVICES	S	B		N	N	06	1,145,560	775,424	120,539	4/1/2019	O	3/31/2025
4600003606	BVR CONSTRUCTION COMPANY INC CHURCHVILLE, NY 14428	HEAD GATE AND STOP LOG SLOT AND RAIL REFURBISHMENT	C	B		N	N	02	8,033,422	4,956,515	250,000	3/19/2019	O	3/18/2028
4600003624	TRC ENGINEERS INC LIVERPOOL, NY 13088	DISTRIBUTED ENERGY RESOURCES SOLAR PV	S	B		N	N	45	192,840	178,334	123,438	6/4/2019	C	8/31/2024
4600003629	NORTH HILLS OFFICE SERVICES INC DBA NORTH HILLS FACILITY SERVICES DBA NORTH HILLS FACILITY SERVICES PLAINVIEW, NY 11803	HOUSEKEEPING AND CUSTODIAL SERVICES	S	B		N	N	01	225,241	191,155	28,069	4/1/2019	C	3/31/2024
4600003630	JAMES H MALOY INC LOUDONVILLE, NY 12211	FLASHBOARD INSTALLATION AND REMOVAL	C	B		N	N	02	1,655,008	1,650,008	0	4/15/2019	C	3/31/2024
4600003631	AFL TELECOMMUNICATIONS INC DUNCAN, SC 29334	OPGW CABLE	E	B		F	N	05	13,530,290	13,366,849	563,649	5/2/2019	O	12/31/2025
4600003632	MVA POWER INC MONTREAL QC PQ CANADA	OPGW CABLE	E	B		F	N	05	5,000	0	0	5/2/2019	C	3/25/2024
4600003633	HAUGLAND ENERGY GROUP LLC MELVILLE, NY 11747	UNDERGROUND UTILITIES EMERGENCY RESPONSE SERVICES	C	B		N	N	05	151,850	75,650	67,850	4/15/2019	O	4/14/2025
4600003634	UNDERGROUND SYSTEMS INC BETHEL, CT 06801	UNDERGROUND UTILITIES EMERGENCY RESPONSE SERVICES	C	B		F	N	05	3,028,032	1,289,522	307,044	4/16/2019	O	4/15/2025
4600003635	MINSAIT ACS INC NORCROSS, GA 30071	ACS HARDWARE	E	B		F	N	01	407,431	397,282	40,095	4/17/2019	O	4/16/2026
4600003637	MITSUBISHI POWER AMERICAS INC LAKE MARY, FL 32746	PARTS AND EQUIPMENT FOR STEAM TURBINES	E	B		F	N	01	4,767,742	4,331,171	2,834,699	4/24/2019	O	3/31/2028
4600003638	GOPOWER INC MEDFORD, MA 02155	UNDERGROUND UTILITIES EMERGENCY RESPONSE SERVICES	C	B		F	N	05	2,785,885	1,531,409	1,531,409	4/29/2019	O	4/14/2025
4600003639	AECOM USA INC NEW YORK, NY 10004	PROJECT DEVELOPMENT AND LICENSING SUPPORT SERVICES	A	B		N	N	16	5,000	0	0	5/1/2019	C	4/30/2024
4600003640	BURNS AND MCDONNELL EGS P.C. KANSAS CITY, MO 64114	PROJECT DEVELOPMENT AND LICENSING SUPPORT SERVICES	A	B		N	N	16	263,000	146,284	0	6/1/2019	C	5/31/2024
4600003641	LOUIS BERGER US INC MORRISTOWN, NJ 07962	PROJECT DEVELOPMENT AND LICENSING SUPPORT SERVICES	A	B		N	N	16	3,131,209	2,788,597	79,071	6/1/2019	O	5/31/2025
4600003642	TETRA TECH INC MAITLAND, FL 32751	PROJECT DEVELOPMENT AND LICENSING SUPPORT SERVICES	A	B		N	N	16	1,013,443	992,344	47,138	6/1/2019	C	5/31/2024
4600003643	TRC ENGINEERS INC LIVERPOOL, NY 13088	PROJECT DEVELOPMENT AND LICENSING SUPPORT SERVICES	A	B		N	N	16	11,414,361	6,867,537	1,751,349	6/1/2019	O	5/29/2025
4600003644	ATKINSREALIS NEW YORK LTD SNC LTD SNC LTD NEW YORK, NY 10016	PROJECT DEVELOPMENT AND LICENSING SUPPORT SERVICES	A	B		N	N	16	5,000	0	0	6/1/2019	C	5/31/2024
4600003645	ASCENTTRA LLC VIENNA, VA 22182	HOMELAND SECURITY AND NATIONAL INCIDENT MANAGEMENT	A	B		N	N	08	748,370	716,632	64,350	5/1/2019	C	4/30/2024
4600003646	TETRA TECH INC MAITLAND, FL 32751	HOMELAND SECURITY AND NATIONAL INCIDENT MANAGEMENT	A	B		N	N	08	339,028	339,028	107,606	5/1/2019	C	4/30/2024
4600003649	AECOM USA INC NEW YORK, NY 10004	GENERAL ENVIRONMENTAL SERVICES	A	B		N	N	32	56,500	38,444	6,391	6/1/2019	C	5/31/2024
4600003650	CHA CONSULTING INC ALBANY, NY 12205	GENERAL ENVIRONMENTAL SERVICES	A	B		N	N	32	277,299	259,448	70,993	6/1/2019	C	5/31/2024
4600003651	LIRO ENGINEERS INC SYOSSET, NY 11791	GENERAL ENVIRONMENTAL SERVICES	A	B		N	N	32	110,910	88,371	0	6/1/2019	C	5/31/2024
4600003652	LOUIS BERGER US INC MORRISTOWN, NJ 07962	GENERAL ENVIRONMENTAL SERVICES	A	B		N	N	32	186,893	167,581	0	6/1/2019	C	5/31/2024
4600003653	TRC ENGINEERS INC LIVERPOOL, NY 13088	GENERAL ENVIRONMENTAL SERVICES	A	B		N	N	32	994,583	804,833	0	6/1/2019	C	5/31/2024
4600003654	PARSONS ENGINEERING OF NEW YORK INC SYRACUSE, NY 13212	GENERAL ENVIRONMENTAL SERVICES	A	B		N	N	32	22,403	13,030	13,030	6/1/2019	C	5/31/2024
4600003655	MIDAL CABLES B.S.C.C ASKAR 00 BAHRAIN	ACSR CONDUCTORS	E	B		F	N	04	8,270,746	8,269,181	0	8/1/2019	C	12/31/2024
4600003657	CONCORDE SPECIALTY GASES INC EATONTOWN, NJ 07724	SF6 GAS CYLINDERS	E	B		F	N	01	871,812	745,823	304,561	6/1/2019	O	5/31/2029
4600003658	UPS MIDSTREAM SERVICES INC DEER PARK, TX 77536	GAS COMPRESSOR MAINTENANCE SERVICES	S	B		F	N	02	3,744,033	3,341,183	692,458	5/29/2019	O	5/28/2025
4600003661	MILLER ENVIRONMENTAL GROUP INC NEW YORK, NY 10087	OIL SPILL EMERGENCY RESPONSE	S	B		N	N	06	262,560	224,860	0	3/1/2020	O	2/28/2025
4600003662	CLEAN HARBORS ENVIRONMENTAL SERVICES INC SERVICES INC NORWELL, MA 02061	OIL SPILL EMERGENCY RESPONSE	S	B		N	N	06	5,000	0	0	3/1/2020	O	2/28/2025
4600003663	NATIONAL VACUUM ENVIRONMENTAL SERVICES CORP SERVICES CORP SANBORN, NY 14132	OIL SPILL EMERGENCY RESPONCE	S	B		N	N	06	65,166	51,885	49,185	5/10/2021	O	2/28/2025
4600003664	REPUBLIC SERVICES INC NRC NY ENVIRONMENTAL SERVICES INC NRC NY ENVIRONMENTAL SERVICES INC SYRACUSE, NY 13206	OIL SPILL EMERGENCY RESPONSE	S	B		N	N	06	507,331	504,526	187,098	3/1/2020	O	2/28/2025
4600003665 OGS-PM20880	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	HITACHI LEM (LIFE EXTENSION MODERNIZATION) PROJECT	H	B	7	F	03	02			0		C	

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003666	HENKELS AND MCCOY INC BLUE BELL, PA 19422	OPGW-CONSTRUCTION	C	B		F	N	04	5,000	0	0	6/21/2019	C	6/20/2024
4600003667	PAR ELECTRICAL CONTRACTORS INC KANSAS CITY, MO 64116	OPGW-CONSTRUCTION	C	B		F	N	04	17,301,340	16,105,338	0	6/21/2019	C	6/20/2024
4600003668	MICHELS POWER INC M10 INC M10 INC BROWNSVILLE, WI 53006	OPGW-CONSTRUCTION	C	B		F	N	04	42,954,990	37,164,491	1,726,127	6/21/2019	C	6/20/2024
4600003669	J W DIDADO ELECTRIC LLC AKRON, OH 44306	OPGW-CONSTRUCTION	C	B		F	N	04	13,598,334	13,270,804	114,672	6/21/2019	C	6/20/2024
4600003672	TRC ENGINEERS INC LIVERPOOL, NY 13088	MICROWAVE PROJECT	C	B		N	N	02	9,123,249	9,103,705	294,376	6/21/2019	O	6/20/2026
4600003673	O'CONNELL ELECTRIC CO VICTOR, NY 14564	BREAKER AND RELAY REPLACEMENT	C	B		N	N	02	2,671,243	2,670,401	302,944	7/1/2019	C	5/31/2024
4600003676	SIEMENS ENERGY INC ORLANDO, FL 32826	SERVICE AND EXTENDED PARTS AGREEMENT	S	B		F	N	01	24,832,359	20,074,648	3,746,127	7/31/2019	O	7/30/2039
4600003680	JOHN DINEEN CONTRACTING DBA FOR JOHN DINEEN DBA FOR JOHN DINEEN BROOKLYN, NY 11209	ROOF REPAIR	S	B		N	N	02	3,611,504	3,327,004	42,000	7/16/2019	O	5/30/2025
4600003681	ATLANTIC COOLING TECHNOLOGIES AND SERVICES LLC SERVICES LLC CARLSTADT, NJ 07072	COOLING TOWER SERVICE REPAIR	S	B		F	N	01	556,525	546,674	412,782	7/20/2019	O	5/31/2025
4600003682	PRAGMATICUS LLC DBA FOR KEVIN M NEDD DBA FOR KEVIN M NEDD LONG VALLEY, NJ 07853	CONSULTING SUPPORT SERVICES	P	B		N	04	23	2,918,820	2,812,035	211,320	7/15/2019	O	7/14/2025
4600003684	O'CONNELL ELECTRIC CO VICTOR, NY 14564	NORTH COUNTRY ENERGY STORAGE PROJECT	C	B		N	N	06	29,810,119	29,810,119	250,231	7/15/2019	O	6/29/2026
4600003685	SEDIVER USA WEST MEMPHIS, AR 72301	MA1 MA2 SMART PATH GLASS INSULATORS	E	B		F	N	07	3,236,202	3,236,091	611,253	8/9/2019	O	12/31/2026
4600003686	HEXAGON PPM DBA FOR INTERGRAPH CORP DBA FOR INTERGRAPH CORP MADISON, AL 35758	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		F	N	42	355,041	355,069	0	7/24/2019	O	12/31/2025
4600003687	SENTEC PROMOTIONS INC DBA SUSIE SPECIALTIES DBA SUSIE SPECIALTIES WILLIAMSVILLE, NY 14221	PROMOTIONAL ITEMS	E	B		N	N	05	1,403,130	1,358,254	0	7/24/2019	O	7/23/2026
4600003688	ART TECH PROMOTIONALS CORAL GABLES, FL 33134	PROMOTIONAL ITEMS	E	B		F	N	05	5,000	0	0	7/26/2019	O	7/25/2026
4600003689	MULTI MEDIA PROMOS LLC PLAINVIEW, NY 11803	PROMOTIONAL ITEMS	E	B		N	03	05	725,657	668,325	256,943	7/26/2019	O	7/25/2026
4600003690	MARKETING TOOLS INC WYOMING, MI 49548	PROMOTIONAL ITEMS	E	B		F	N	05	108,257	49,817	49,817	7/26/2019	O	7/25/2026
4600003691	STANDARD BUYING SERVICE LTD DBA SBS PROMO DBA SBS PROMO NEW YORK, NY 10018	PROMOTIONAL ITEMS	E	B		N	N	05	5,743	4,399	3,095	7/29/2019	O	7/28/2026
4600003693	THE STATE GROUP INDUSTRIAL (USA) LIMITED (USA) LIMITED BUFFALO, NY 14206	DESIGN FABRICATE INSTALL PENSTOCK PLATFORM	C	B		N	N	03	15,784,354	13,457,511	2,043,230	8/1/2019	O	8/1/2033
4600003695	HAYES PUMP INC FAIRFIELD, NJ 07004	PUMP SERVICE AND REPAIRS	S	B		F	N	02	104,538	104,730	6,977	8/6/2019	C	8/5/2024
4600003697	BENFIELD CONTROL SYSTEMS INC MOUNT VERNON, NY 10553	METERING CABINET FABRICATION	S	B		N	N	03	67,040	66,440	0	8/8/2019	C	8/7/2024
4600003699	PRO-QUIP INC KENILWORTH, NJ 07033	PRO-QUIP VALVE ACTUATOR SERVICES	S	B		F	N	01	2,043,603	2,010,032	138,739	8/12/2019	O	4/30/2025
4600003701	ROTUNDO PLUMBING CORP HAWTHORNE, NY 10532	ON-CALL PLUMBING SERVICES	S	B		N	N	01	376,994	359,296	90,052	8/15/2019	O	8/14/2025
4600003706	VERTICAL ACCESS SOLUTIONS LLC PITTSBURGH, PA 15205	GENERAL SCAFFOLDING SERVICES	S	B		F	N	02	2,420,230	2,312,082	430,841	2/13/2020	O	2/12/2025
4600003708	HAUGLAND ENERGY GROUP LLC MELVILLE, NY 11747	GENERAL ELECTRICAL SERVICES	S	B		N	N	03	2,161,813	2,142,421	440,637	9/5/2019	O	9/4/2025
4600003711	K AND A ENGINEERING CONSULTING PC WHITE PLAINS, NY 10601	CONSULTING SUPPORT SERVICES	P	B		N	04	23	1,779,500	1,542,970	0	7/15/2019	O	7/14/2025
4600003712	E J ELECTRIC INSTALLATION CO LONG ISLAND CITY, NY 11101	GENERAL ELECTRICAL SERVICES	E	B		N	N	02	368,313	315,381	4,500	9/10/2019	O	9/9/2025
4600003714	ERNST AND YOUNG LLP NEW YORK, NY 10001	CONSULTING SUPPORT SERVICES	P	B		N	N	23	4,672,523	4,088,610	355,452	7/15/2019	O	7/14/2025
4600003715	M J BRADLEY AND ASSOCIATES LLC CONCORD, MA 01742	PROGRAM CONSULTING SERVICES	P	B		F	N	18	5,000	0	0	11/1/2019	C	10/31/2024
4600003716	PARAG SONI WESTERN POWER PROJECT ADVISORS WESTERN POWER PROJECT ADVISORS CERRITOS, CA 90703	PROGRAM CONSULTING SERVICES	P	B		F	04	18	5,000	0	0	11/1/2019	C	10/31/2024
4600003717	WEST MONROE PARTNERS LLC CHICAGO, IL 60606	PROGRAM CONSULTING SERVICES	P	B		F	N	18	5,000	0	0	11/1/2019	C	10/31/2024
4600003718	BURNS AND MCDONNELL CONSULTANTS INC BURNS AND MCDONNELL CONSULTANTS PC KANSAS CITY, MO 64114	ELECTRIC TRANSPORTATION PROGRAM CONSULTING SERVICES	P	B		F	N	18	113,200	93,609	8,373	12/12/2019	C	12/31/2024
4600003719	AECOM USA INC NEW YORK, NY 10004	ELECTRIC TRANSPORTATION PROGRAM CONSULTING SERVICES	P	B		N	N	18	664,204	445,441	375,367	11/1/2019	C	12/31/2024
4600003720	GUIDEHOUSE INC NEW YORK, NY 10017	ELECTRIC TRANSPORTATION PROGRAM CONSULTING SERVICES	P	B		N	N	18	5,000	0	0	11/1/2019	C	10/31/2024
4600003723	VERMONT ENERGY INVESTMENT CORPORATION CORPORATION WINOOSKI, VT 05404	PROGRAM CONSULTING SERVICES	P	B		F	N	18	5,000	0	0	11/1/2019	C	10/31/2024
4600003724	AKIMEKA LLC MAITLAND, FL 32751	ELECTRICAL TRANSPORTATION PROGRAM CONSULTING SERVICES	P	B		F	N	18	47,966	47,982	0	1/3/2020	C	10/31/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003725	ENERGY AND ENVIRONMENTAL ECONOMICS INC INC SAN FRANCISCO, CA 94104	PROGRAM CONSULTING SERVICES	P	B		F	N	18	1,246,873	1,245,816	19,356	11/1/2019	C	10/31/2024
4600003726	YORK SCAFFOLD EQUIPMENT CORP LONG ISLAND CITY, NY 11101	GENERAL SCAFFOLDING	S	B		N	N	02	108,174	107,674	0	2/13/2020	O	2/12/2025
4600003728	PRICEWATERHOUSECOOPERS ADVIS SVC DBA FOR PWC HOLDING NO 21 LLC DBA FOR PWC HOLDING NO 21 LLC NEW YORK, NY 10017	CONSULTING SUPPORT SERVICES	P	B		N	N	23	2,794,365	2,768,935	0	7/15/2019	O	7/14/2025
4600003729	STUART C IRBY CO FULTON, NY 13069	TRANSMISSION EMERGENCY RESPONSE PROGRAM MATERIALS	E	B		F	N	03	536,576	405,019	229,647	10/3/2019	O	10/2/2025
4600003730	CUSTOMER CARE NETWORK INC MARIETTA, GA 30067	CONSULTING SUPPORT SERVICES	P	B		F	N	23	3,172,500	2,457,052	116,368	7/15/2019	O	7/14/2025
4600003731	ACCENTURE LLP ALBANY, NY 12210	CONSULTING SUPPORT SERVICES	P	B		N	N	23	923,152	923,152	0	7/15/2019	O	7/14/2025
4600003732	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	ENGINEERING SUPPORT FOR ADVANCED GRID INNOVATION LAB (AGILE)	A	B		N	N	14	5,000	0	0	10/1/2019	O	9/30/2025
4600003733	ATKINSREALIS NEW YORK LTD SNC LTD SNC LTD NEW YORK, NY 10016	ENGINEERING SUPPORT FOR ADVANCED GRID INNOVATION LAB (AGILE)	A	B		N	N	14	797,667	794,958	0	10/1/2019	O	9/30/2025
4600003734	COLDEN CORPORATION BLUE BELL, PA 19422	INDUSTRIAL HYGIENE OCCUPATIONAL HEALTH AND SAFETY CONSULTING	P	B		N	N	02	1,536,667	1,221,598	243,662	10/30/2019	C	10/29/2024
4600003735	AMERICAN VETERAN ENTERPRISE TEAM LLC TEAM LLC AMSTERDAM, NY 12010	GLOVES ARC FLASH RATED	E	B		N	02	03	693,984	679,930	84,684	10/2/2019	O	10/1/2026
4600003736	DELOITTE CONSULTING LLP NEW YORK, NY 10112	CONSULTING SUPPORT SERVICES	P	B		N	N	23	3,590,585	2,341,246	1,118,234	7/15/2019	O	7/14/2025
4600003737	MARATHON MEDICAL CORPORATION AURORA, CO 80011	GLOVES ARC FLASH RATED	E	B		N	02	02	360,583	353,786	30,023	10/3/2019	O	10/2/2026
4600003738	ANIXTER INC GLENVIEW, IL 60026	TRANSMISSION EMERGENCY REPONSE PROGRAM MATERIALS	E	B		F	N	03	118,261	118,761	33,776	1/1/2020	O	12/31/2025
4600003739	PA CONSULTING GROUP INC NEW YORK, NY 10174	CONSULTING SUPPORT SERVICES	P	B		N	N	23	2,039,603	1,941,822	0	7/15/2019	O	7/14/2025
4600003740	GE ENERGY MANAGEMENT SERVICES LLC DBA FOR GRID SOLUTIONS (US) LLC DBA FOR GRID SOLUTIONS (US) LLC ATLANTA, GA 30339	KELMAN ANALYZERS	E	B		F	N	01	644,375	506,924	180,585	9/16/2019	O	9/15/2026
4600003743	ABSCOPE ENVIRONMENTAL INC CANASTOTA, NY 13032	PLANNED AND EMERGENCY RESPONSE ABATEMENT OF ASBESTOS LEAD AND PCB SERVICES	C	B		N	N	04	102,433	91,650	43,237	10/16/2019	C	10/15/2024
4600003744	REPUBLIC SERVICES INC NRC NY ENVIRONMENTAL SERVICES INC NRC NY ENVIRONMENTAL SERVICES INC SYRACUSE, NY 13206	PLANNED AND EMERGENCY RESPONSE ABATEMENT OF ASBESTOS LEAD AND PCB SERVICES	C	B		N	N	04	1,017,687	826,975	175,006	10/16/2019	O	10/15/2025
4600003745	MCKINSEY AND COMPANY INC WASHINGTON DC WASHINGTON DC WASHINGTON, DC 20036	CONSULTING SUPPORT SERVICES	P	B		N	N	23	10,449,907	10,109,907	4,126,731	7/15/2019	O	7/14/2025
4600003746	BUFFALO ENVIRONMENTAL CONSULTANTS INC CONSULTANTS INC NIAGARA FALLS, NY 14304	INDUSTRIAL HYGIENE OCCUPATIONAL HEALTH AND SAFETY CONSULTING	P	B		N	N	02	31,992	26,939	0	10/18/2019	C	10/31/2024
4600003747	BERGMANN ASSOC ARCHITECTS ENGINEERS LANDSCAPE ARCHITECTSANDSURVEYORS DPC LANDSCAPE ARCHITECTS&SURVEYORS DPC ROCHESTER, NY 14604	POWER STATION ENGINEERING	P	B		N	N	23	3,119,808	2,448,096	1,507,863	11/1/2019	O	10/31/2025
4600003750	CHA CONSULTING INC ALBANY, NY 12205	POWER STATION ENGINEERING	P	B		N	N	23	1,773,166	1,376,883	406,163	10/24/2019	O	10/31/2025
4600003751	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	POWER STATION ENGINEERING	P	B		N	N	23	3,971,349	3,339,850	1,007,055	10/24/2019	O	10/31/2025
4600003752	KLEINSCHMIDT ASSOCIATES PA PC PITTSFIELD, ME 04967	POWER STATION ENGINEERING	P	B		N	N	23	505,410	352,280	56,701	10/24/2019	C	10/31/2024
4600003753	POWER ENGINEERS CONSULTING PC A PROFESSIONAL SERVICE CORP A PROFESSIONAL SERVICE CORP HAILEY, ID 83333	POWER STATION ENGINEERING	P	B		N	N	23	1,149,298	757,670	688,370	10/24/2019	O	10/31/2025
4600003754	STANTEC CONSULTING SERVICES INC ROCHESTER, NY 14614	POWER STATION ENGINEERING	P	B		N	N	23	9,323,786	6,194,883	3,494,103	10/24/2019	O	10/31/2025
4600003755	MOTT MACDONALD NY INC ISELIN, NJ 08830	POWER STATION ENGINEERING	P	B		N	N	23	367,194	278,087	79,110	10/24/2019	C	10/31/2024
4600003756	SUBSTATION ENGINEERING CO VESTAL, NY 13850	POWER STATION ENGINEERING	P	B		N	N	23	5,000	0	0	10/24/2019	C	10/31/2024
4600003757	ATKINSREALIS NEW YORK LTD SNC LTD SNC LTD NEW YORK, NY 10016	POWER STATION ENGINEERING	P	B		N	N	23	5,000	0	0	10/24/2019	C	10/31/2024
4600003759	TRC ENGINEERS INC LIVERPOOL, NY 13088	POWER STATION ENGINEERING	P	B		N	N	23	2,185,220	1,438,584	171,520	10/24/2019	O	10/31/2025
4600003760	KPMG LLP ALBANY, NY 12207	AUDIT AND ACCOUNTING SERVICES	P	B		N	N	02	5,543,878	5,229,254	1,319,162	9/15/2019	C	9/14/2024
4600003762	DNV GL ENERGY INSIGHTS USA INC KATY, TX 77449	ELECTRIC TRANSPORTATION PROGRAM CONSULTING SERVICES	P	B		F	N	18	5,000	0	0	11/1/2019	C	10/31/2024
4600003763	BURNS AND MCDONNELL ENGINEERING BURNS AND MCDONNELL NEW YORK KANSAS CITY, MO 64114	DESIGN FABRICATION AND INSTALLTION OF ICS	C	B		F	N	03	69,152,636	60,333,254	3,510,338	8/8/2019	O	8/8/2033

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003764	LINDSEY MANUFACTURING CO AZUSA, CA 91702	TRANSMISSION LINE MONITOR SENSORS	E	B		F	N	04	216,588	215,765	0	10/29/2019	C	10/28/2024
4600003765	AMPACIMON INC CUMMING, GA 30040	TRANSMISSION LINE MONITORING SENSORS	E	B		F	N	04	312,800	312,800	0	10/29/2019	C	10/28/2024
4600003766	CORE FACILITY SERVICES LLC NEW YORK, NY 10017	ADMINISTRATION SERVICES OF OPERATING ENGINEERS	S	B		N	N	02	9,249,999	9,096,955	1,709,355	1/22/2020	C	11/13/2024
4600003767	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	RAINWEAR ARC FLASH RATED	E	B		N	N	04	262,776	257,118	13,071	11/5/2019	O	11/6/2029
4600003769	STRATEGY MUSE INC SM COMMUNICATIONS AND CONSULTING SM COMMUNICATIONS & CONSULTING LOS ANGELES, CA 90042	CHANGE MANAGEMENT EMPLOYEE VALUE PROPOSITION	P	B		F	03	13	1,565,994	1,514,579	4,874	11/5/2019	C	11/4/2024
4600003770	CAREY AND WALSH INC BRIARCLIFF MANOR, NY 10510	ON-CALL HEATING VENTILATION AND AIR CONDITIONING SERVICES	S	B		N	N	02	591,323	304,708	53,957	10/1/2019	O	9/30/2025
4600003771	BAYSIDE REFRIGERATION, INC D/B/A AIRLOGIX D/B/A AIRLOGIX ASTORIA, NY 11103	ON-CALL HEATING VENTILATION AND AIR CONDITIONING SERVICES	S	B		N	N	02	213,284	87,368	4,758	10/1/2019	O	9/30/2025
4600003774	JUDGE TECHNICAL SERVICES INC DBA JUDGE TECHNICAL STAFFING DBA JUDGE TECHNICAL STAFFING WAYNE, PA 19087	PERMANENT STAFF RECRUITING	S	B		F	N	27	5,000	0	0	11/13/2019	C	11/12/2024
4600003775	ACME INDUSTRIAL INC STATEN ISLAND, NY 10304	GENERAL MAINTENANCE SERVICES	S	B		N	N	03	4,841,978	4,901,953	965,437	11/14/2019	C	11/13/2024
4600003776	ROBERT HALF INTERNATIONAL INC SAN RAMON, CA 94583	PERMANENT STAFF RECRUITING	S	B		F	N	27	39,000	39,000	0	11/13/2019	C	11/12/2024
4600003777	UNGER SECURITY SOLUTIONS LLC KNOXVILLE, MD 21758	DESIGN BUILD ADVISORY SERVICES	P	B		N	N	02	435,050	224,335	0	11/12/2019	C	11/15/2024
4600003778	HARTGEN ARCHEOLOGICAL ASSOCIATES INC ASSOCIATES INC RENSSELAER, NY 12144	GENERAL CULTURAL RESOURCES SERVICES	P	B		N	N	10	199,644	158,084	68,926	3/1/2020	C	2/28/2024
4600003779	AECOM USA INC NEW YORK, NY 10004	GENERAL CULTURAL RESOURCES SERVICES	P	B		N	N	10	5,000	0	0	3/1/2020	C	2/28/2024
4600003780	LOUIS BERGER US INC MORRISTOWN, NJ 07962	GENERAL CULTURAL RESOURCES SERVICES	P	B		N	N	10	5,000	0	0	3/1/2020	C	2/28/2024
4600003781	LANDMARK ARCHAEOLOGY INC ALTAMONT, NY 12009	GENERAL CULTURAL RESOURCES SERVICES	P	B		N	03	10	706,818	683,003	463,479	3/1/2020	O	2/28/2025
4600003782	RICHARD GRUBB AND ASSOCIATES INC CRANBURY, NJ 08512	GENERAL CULTURAL RESOURCES SERVICES	P	B		N	03	10	58,915	38,734	0	3/1/2020	C	2/28/2024
4600003783	OVE ARUP AND PARTNERS PC NEW YORK, NY 10005	DESIGN BUILD ADVISORY SERVICES	P	B		N	N	02	393,842	195,083	68,842	12/11/2019	O	11/30/2025
4600003786	ELECTRIFY AMERICA LLC RESTON, VA 20190	FURNISH DELIVER INSTALL SERVICE MAINTAIN AND WARRANTY EVSE	C	B		F	N	26	21,238,226	18,026,642	1,394,598	1/13/2020	C	11/14/2024
4600003792	PLUG-IN STATIONS ONLINE LLC VALATIE, NY 12184	FURNISH DELIVER INSTALL SERVICE MAINTAIN AND WARRANTY EVSE	C	B		N	N	26	31,803,881	30,472,242	2,992,899	12/16/2019	C	11/14/2024
4600003794	SOLAR LIBERTY ENERGY SYSTEMS INC BUFFALO, NY 14221	FURNISH DELIVER INSTALL SERVICE MAINTAIN AND WARRANTY EVSE	C	B		N	N	26	5,000	0	0	12/16/2019	C	11/14/2024
4600003795	DELOITTE CONSULTING LLP HERMITAGE, TN 37076	CHANGE MANAGEMENT EMPLOYEE VALUE PROPOSITION	P	B		F	N	13	326,379	326,379	50,000	11/5/2019	C	11/4/2024
4600003797	INFOJINI INC COLUMBIA, MD 21046	PERMANENT STAFF RECRUITING	S	B		F	04	27	23,400	23,400	0	11/13/2019	C	11/12/2024
4600003799	AMPCUS INC CHANTILLY, VA 20151	PERMANENT STAFF RECRUITING	S	B		F	N	27	5,000	0	0	11/13/2019	C	11/12/2024
4600003800	RANGAM CONSULTANTS INC SOMERSET, NJ 08873	PERMANENT STAFF RECRUITING	S	B		F	07	27	5,000	0	0	11/13/2019	C	11/12/2024
4600003801	FRESH MEADOW POWER LLC FRESH MEADOWS, NY 11365	ON-CALL GENERAL MAINTENANCE SERVICES	S	B		N	N	03	5,000	0	0	11/26/2019	C	11/25/2024
4600003805	MOSDORFER GMBH WEIZ OÖ AUSTRIA	SMART PATH - MA1 MA2 LINE HARDWARE - FURNISH AND DELIVER	E	B		F	N	07	6,418,279	6,419,543	219,974	12/16/2019	O	12/31/2026
4600003806	MASTERMANS LLP AUBURN, MA 01501	VESTS ARC FLASH RATED	E	B		N	N	08	171,830	162,459	10,528	12/4/2019	O	12/3/2029
4600003807	GUTH DECONZO CONSULTING ENGINEERS PC PC NEW YORK, NY 10001	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	468,279,524	258,459,211	70,303,400	12/11/2019	O	12/10/2026
4600003808	WENDEL ENERGY SERVICES LLC WILLIAMSVILLE, NY 14221	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	243,002,843	152,813,057	47,529,250	12/11/2019	O	12/10/2026
4600003810	PRES SERVICES LLC PRES ENERGY PRES ENERGY TONAWANDA, NY 14150	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	5,357,882	4,416,787	0	12/11/2019	O	12/10/2026
4600003811	DYNAMIC US INC PURCHASE, NY 10577	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	143,222,246	99,247,089	20,003,653	12/11/2019	O	12/10/2026
4600003812	BETTE AND CRING LLC LATHAM, NY 12110	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	3,734,955	3,734,821	1,545,843	12/11/2019	O	12/10/2026
4600003813	AECOM USA INC NEW YORK, NY 10004	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	8,116,776	8,082,441	540,159	12/11/2019	O	12/10/2026
4600003814	NORESCO LLC WESTBOROUGH, MA 01581	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		F	N	23	74,518	16,420	16,420	12/11/2019	O	12/10/2026

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003815	WILLDAN ENERGY SOLUTIONS INC PELHAM, NY 10803	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	59,180,544	29,473,284	24,858,653	12/11/2019	O	12/10/2026
4600003816	IMPERIA ENGINEERING PARTNERS LLC BORDENTOWN, NJ 08505	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		F	N	23	205,180	47,195	25,820	12/11/2019	O	12/10/2026
4600003817	MACAN DEVE ENGINEERS DPC WHITE PLAINS, NY 10603	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	03	23	40,570,355	20,775,870	8,739,600	12/11/2019	O	12/10/2026
4600003818	LABELLA ASSOCIATES D P C ROCHESTER, NY 14614	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	95,522,245	19,406,975	9,129,479	12/11/2019	O	12/10/2026
4600003819	JOHN W DANFORTH CO TONAWANDA, NY 14150	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	7,049,179	2,437,848	419,291	12/11/2019	O	12/10/2026
4600003821	ARCADIS OF NEW YORK INC DBA MALCOLM PIRNIE INC DBA MALCOLM PIRNIE INC HIGHLANDS RANCH, CO 80129	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	8,600,423	4,297,001	748,804	12/11/2019	O	12/10/2026
4600003822	BARILE GALLAGHER AND ASSOCIATES PLEASANTVILLE, NY 10570	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	5,000	0	0	12/11/2019	O	12/10/2026
4600003823	LIRO ENGINEERS INC SYOSSET, NY 11791	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	6,628,430	5,208,977	722,064	12/11/2019	O	12/10/2026
4600003824	FULCRUM FACILITIES SERVICES DBA THE FULCRUM GROUP DBA THE FULCRUM GROUP NEW YORK, NY 10004	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	17,864,659	12,821,901	4,507,372	12/11/2019	O	12/10/2026
4600003825	ENERGY SYSTEMS GROUP LLC SUBSIDARY OF VECTREN ENERGY SERV SUBSIDARY OF VECTREN ENERGY SERV NEWBURGH, IN 47630	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		F	N	23	5,000	0	0	12/11/2019	O	12/10/2026
4600003826	ABM BUILDING SOLUTIONS LLC SUGAR LAND, TX 77478	FURNISH DELIVER INSTALL SERVICE MAINTAIN AND WARRANTY EVSE	C	B		F	N	26	27,514,721	25,649,710	14,743,335	12/16/2019	C	11/14/2024
4600003827	SISU ENERGY AND ENVIRONMENTAL LLC TULSA, OK 74135	CATALYST ENGINEERING SERVICES	S	B		F	N	01	5,528,577	4,866,634	485,961	8/29/2019	O	8/28/2025
4600003830	JOHNSON CONTROLS FIRE PROTECTI DBA FOR TYCO FIRE AND SECUITY MGMT IN DBA FOR TYCO FIRE & SECUITY MGMT IN WILLIAMSVILLE, NY 14221	FIRE PROTECTION SYSTEM MAINTENANCE	S	B		N	N	02	431,252	386,070	53,567	1/1/2020	C	12/31/2024
4600003834	M G MCLAREN ENGINEERING AND LAND SURVEYING PC SURVEYING PC WOODCLIFF LAKE, NJ 07677	UNDERWATER INSPECTION SERVICES - ON-CALL	S	B		N	N	07	706,743	478,968	88,151	12/17/2019	C	12/31/2024
4600003835	HOHL INDUSTRIAL SERVICES INC TONAWANDA, NY 14150	UNDERWATER INSPECTION SERVICES - ON-CALL	S	B		N	N	07	2,983,375	2,013,888	600,518	12/17/2019	C	12/31/2024
4600003836	BOKLAND CUSTOM VISUALS BOKLAND PHOTOGRAPHY INC BOKLAND PHOTOGRAPHY INC ALBANY, NY 12205	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		N	N	13	41,022	41,033	0	1/1/2020	O	12/31/2025
4600003837	MEDIAGRAPHICS INC ABSECON, NJ 08201	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		F	N	13	14,345	14,345	0	1/1/2020	C	12/31/2024
4600003838	ARCH STREET COMMUNICATIONS INC TARRYTOWN, NY 10591	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		N	03	13	2,121,741	1,685,607	213,964	1/1/2020	O	12/31/2025
4600003839	KIVVIT DBA FOR ASGK PUBLIC STRATEGIES LLC DBA FOR ASGK PUBLIC STRATEGIES LLC NEW YORK, NY 10014	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		N	N	13	197,280	72,228	0	1/1/2020	C	12/31/2024
4600003840	OLDCASTLE PRECAST INC AUBURN, WA 98001	CABLE TRENCH	E	B		N	N	02	1,054,889	1,046,600	0	12/27/2019	C	12/26/2024
4600003841	THE PAIGE GROUP PAIGE MARKETING COMMUNICATIONS GROU PAIGE MARKETING COMMUNICATIONS GROU UTICA, NY 13502	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		N	03	13	1,893,173	1,362,840	568,832	1/1/2020	O	12/31/2025
4600003842	THE VISUAL BRAND LLC WESTPORT, CT 06880	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		F	N	13	487,239	401,342	31,654	1/1/2020	O	12/31/2025
4600003843	R6CATALYST LLC WEST ORANGE, NJ 07052	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		F	07	13	563,845	348,227	7,282	1/1/2020	O	12/31/2025
4600003844	THE MARINO ORGANIZATION DBA MARINO DBA MARINO NEW YORK, NY 10017	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		N	N	13	5,000	0	0	1/1/2020	C	12/31/2024
4600003845	AECOM USA INC NEW YORK, NY 10004	PROGRAM PROJECT MANAGEMENT	P	B		N	N	25	52,502,587	43,422,619	9,338,378	1/2/2020	O	12/31/2025
4600003846	CHA CONSULTING INC ALBANY, NY 12205	PROGRAM PROJECT MANAGEMENT	P	B		N	N	25	12,560,699	11,760,816	2,757,149	1/2/2020	O	12/31/2025
4600003847	JACOBS ENGINEERING NEW YORK INC DBA JACOBS PROJECT MANAGEMENT CO DBA JACOBS PROJECT MANAGEMENT CO NEW YORK, NY 10018	PROGRAM PROJECT MANAGEMENT	P	B		N	N	25	4,030,887	3,398,731	678,563	1/2/2020	O	12/31/2025
4600003848	JINGOLI POWER LLC LAWRENCEVILLE, NJ 08648	PROGRAM PROJECT MANAGEMENT	P	B		N	N	25	10,612,556	10,118,556	1,111,948	1/2/2020	O	12/31/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003849	POWER ENGINEERS CONSULTING PC A PROFESSIONAL SERVICE CORP A PROFESSIONAL SERVICE CORP HAILEY, ID 83333	PROGRAM PROJECT MANAGEMENT	P	B		N	N	25	937,082	795,909	484,959	1/2/2020	O	12/31/2025
4600003850	WSP USA INC NEW YORK, NY 10119	PROGRAM PROJECT MANAGEMENT	P	B		N	N	25	2,049,053	1,553,646	291,455	1/2/2020	O	12/31/2025
4600003851	ESSENSE PARTNERS DBA AKASAKA ENTERPRISES DBA AKASAKA ENTERPRISES NEW YORK, NY 10017	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		N	07	13	554,739	244,939	0	1/1/2020	O	12/31/2025
4600003852	CALL OF THE LOON PRODUCTIONS LIVERPOOL, NY 13088	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		N	03	13	24,885	24,885	0	1/1/2020	O	12/31/2025
4600003853	STANTON COMMUNICATIONS INC NEW YORK, NY 10111	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS SERVICES	P	B		N	N	13	5,000	0	0	1/1/2020	C	12/31/2024
4600003854	ICF INCORPORATED LLC FAIRFAX, VA 22031	ENTERPRISE RESILIENCE CONSULTING SERVICES	P	B		F	N	07	423,239	385,173	385,173	12/12/2019	O	12/11/2025
4600003855	ACCENTURE LLP ALBANY, NY 12210	ENTERPRISE RESILIENCE CONSULTING SERVICES	P	B		N	N	07	450,001	445,133	0	12/12/2019	C	12/11/2024
4600003856	TOFFLER ASSOCIATES INC ARLINGTON, VA 22203	ENTERPRISE RESILIENCE CONSULTING SERVICES	P	B		F	N	07	1,058,675	1,048,775	0	12/12/2019	O	12/11/2025
4600003858	GRANITE POWER INC CHICAGO, IL 60607	MATERIAL MANAGEMENT SERVICES	C	B		F	N	05	12,761,955	12,698,716	171,286	1/8/2020	O	9/30/2025
4600003859	WINOLA INDUSTRIAL INC FACTORYVILLE, PA 18419	WORKING LADDERS	E	B		F	N	02	2,872,682	2,872,682	201,551	1/31/2020	O	12/31/2025
4600003860	AECOM USA INC NEW YORK, NY 10004	EEL LADDER OPERATING MAINTAINING AND MONITORING SERVICES	S	B		N	N	01	648,333	635,818	140,505	4/1/2020	O	3/31/2025
4600003861	CHA CONSULTING INC ALBANY, NY 12205	ENGINEERING BRIDGE INSPECTION	P	B		N	N	05	406,000	388,300	18,565	1/1/2020	O	12/31/2025
4600003862	GREENMAN-PEDERSEN INC ALBANY, NY 12205	ENGINEERING BRIDGE INSPECTION	P	B		N	N	05	915,509	494,245	46,883	1/1/2020	O	12/31/2025
4600003863	RFJ INSULATION CONTRACTOR INC BRIGHTWATERS, NY 11718	INSULATION SERVICES	S	B		F	N	03	3,500,554	2,944,649	389,602	1/30/2020	O	1/29/2026
4600003866	MJ ENGINEERING AND LAND SURVEYING CLIFTON PARK, NY 12065	ENGINEERING BRIDGE INSPECTION	P	B		N	N	05	161,979	161,979	0	1/22/2020	O	12/31/2025
4600003867	WASTE-STREAM INC CASELLA RESOURCE SOLUTIONS CASELLA RESOURCE SOLUTIONS POTSDAM, NY 13676	DISPOSAL OF TREATED WOOD POLES	S	B		N	N	02	980,857	767,034	84,494	1/23/2020	O	1/22/2025
4600003869	CLARKSON UNIVERSITY POTSDAM, NY 13699	CLIMATE CHANGE EDUCATION PARTNERSHIP WITH ACADEMIC INSTITUTION	P	B		N	N	02	306,296	306,296	0	1/23/2020	O	1/22/2025
4600003870	CORNELL UNIVERSITY OFFICE OF SPONSORED PROGARMS OFFICE OF SPONSORED PROGARMS ITHACA, NY 14850	CLIMATE CHANGE EDUCATION PARTNERSHIP WITH ACADEMIC INSTITUTION	P	B		N	N	02	226,286	220,808	0	1/23/2020	O	1/22/2025
4600003871	COLLIBRA INC NEW YORK, NY 10006	DATA GOVERNANCE AND INTEGRATION TOOLS	E	B		N	N	20	845,350	786,010	0	1/23/2020	C	1/15/2024
4600003872	MPW INDUSTRIAL SERVICES GROUP INC HEBRON, OH 43025	DEMINERALIZED WATER TRAILERS	E	B		F	N	03	3,435,152	2,736,877	581,910	2/1/2020	O	1/31/2025
4600003875	PRECISELY SOFTWARE INCORPORATED BURLINGTON, MA 01803	DATA GOVERNANCE AND INTEGRATION TOOLS	E	B		N	N	20	1,627,319	1,554,434	324,624	2/3/2020	O	3/16/2025
4600003877	GENERAC GRID SERVICES LLC DENVER, CO 80205	DEMAND RESPONSE SERVICES	P	B		N	N	12	281,698	281,698	50,000	4/1/2020	O	3/31/2025
4600003878	STAGWELL MEDIA LP SKDKNICKERBOCKER LLC SKDKNICKERBOCKER LLC WASHINGTON, DC 20036	PUBLIC OUTREACH AND COMMUNICATIONS	P	B		N	N	10	1,903,004	1,822,581	30,330	3/1/2020	O	2/28/2025
4600003879	GENUINE PARTS COMPANY ATLANTA, GA 30384	FLEET PARTS	E	B		N	N	02	211,408	180,808	46,657	4/1/2020	O	3/31/2027
4600003881	NYE AUTOMOTIVE GROUP INC ONEIDA, NY 13421	FLEET PARTS	E	B		N	N	02	5,000	0	0	2/14/2020	O	2/13/2027
4600003882	ARCH STREET COMMUNICATIONS INC TARRYTOWN, NY 10591	CANAL PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS	P	B		N	03	10	5,000	0	0	3/1/2020	O	2/28/2025
4600003884	RAMBOLL AMERICAS INTEGRATED SOLUTIONS INC SOLUTIONS INC SYRACUSE, NY 13202	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	65,479,495	39,902,343	7,123,073	12/11/2019	O	12/10/2026
4600003885	EDM INTERNATIONAL INC FORT COLLINS, CO 80525	MAINTENANCE OF SAGOMETER CONDUCTORS	P	1	8	N	N	01	93,000	93,000	0	4/1/2020	O	3/31/2025
4600003886	BBGANDG ADVERTISING INC CAMPBELL HALL, NY 10916	PUBLIC OUTREACH AND STRATEGIC COMMUNICATIONS	P	B		N	03	10	5,000	0	0	3/1/2020	O	2/28/2025
4600003888	AMPCUS INC CHANTILLY, VA 20151	IT CONTINGENT STAFFING	W	B		F	N	54	5,402,681	4,010,177	1,755,531	6/1/2020	O	5/31/2025
4600003889	ECLARO INTERNATIONAL INC NEW YORK, NY 10123	IT CONTINGENT STAFFING	W	B		N	04	54	7,305,477	6,256,983	1,387,644	6/1/2020	O	5/31/2025
4600003890	JUDGE TECHNICAL SERVICES INC DBA JUDGE TECHNICAL STAFFING DBA JUDGE TECHNICAL STAFFING WAYNE, PA 19087	IT CONTINGENT STAFFING	W	B		F	N	54	5,000	0	0	6/1/2020	O	5/31/2025
4600003891	LANCESOFT INC HERNDON, VA 20171	IT CONTINGENT STAFFING	W	B		F	N	54	606,336	148,949	120,852	6/1/2020	O	5/31/2025
4600003892	TRIGYN TECHNOLOGIES INC EDISON, NJ 08817	IT CONTINGENT STAFFING	W	B		F	N	54	2,229,111	1,562,645	195,653	6/1/2020	O	5/31/2025
4600003893	UNIQUE COMP INC LONG ISLAND CITY, NY 11101	IT CONTINGENT STAFFING	W	B		N	07	54	426,903	424,323	0	6/1/2020	O	5/31/2025
4600003894	VTECH SOLUTION INC WASHINGTON, DC 20005	IT CONTINGENT STAFFING	W	B		F	N	54	1,046,047	776,520	333,818	6/1/2020	O	5/31/2025
4600003895	S AND L ELECTRIC INC COLTON, NY 13625	HEADGATE SYSTEM UPGRADES	C	B		N	N	02	342,024	32,692	0	3/3/2020	O	12/31/2025
4600003896	E-J ELECTRIC TANDD LLC WALLINGFORD, CT 06492	STATEWIDE LED STREET LIGHT OPERATION AND MAINTENANCE	S	B		N	N	03	6,252,382	2,974,286	1,772,133	3/3/2020	O	3/2/2025

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003898	ELECTRIC CAR INSIDER DBA FOR CHRISTOPHER ALAN DBA FOR CHRISTOPHER ALAN SPRING VALLEY, CA 91977	EV MODEL COMMUNITY PROGRAM	P	B		N	N	24	719,695	633,895	0	3/14/2020	C	3/13/2024
4600003899	LOWE AND PARTNERS WORLDWIDE INC DBA CAMPBELL EWALD NY DBA CAMPBELL EWALD NY NEW YORK, NY 10016	EVOLVE MARKETING SERVICES	P	B		N	N	14	2,403,555	2,058,782	0	3/14/2020	C	3/13/2024
4600003901	GE VERNOVA OPERATIONS LLC FKA GE PACKAGED POWER LLC FKA GE PACKAGED POWER LLC HOUSTON, TX 77015	LM6000 ENGINE MAINTENANCE	S	B		F	N	02	51,743,279	40,434,333	10,253,699	3/23/2020	O	3/22/2030
4600003902	CDM CONSTRUCTORS INC WOODBURY, NY 11797	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	121,407,681	16,476,891	9,822,045	12/11/2019	O	12/10/2026
4600003905	COGENT INFOTECH CORPORATION PITTSBURGH, PA 15241	IT CONTINGENT STAFFING	W	B		F	N	54	2,872,923	2,447,761	584,594	6/1/2020	O	5/31/2025
4600003907	CROSSFIRE CONSULTING CORP YORKTOWN HEIGHTS, NY 10598	IT CONTINGENT STAFFING	W	B		N	03	54	426,862	334,391	74,956	6/1/2020	O	5/31/2025
4600003908	EXPERIS US INC NEW YORK, NY 10016	IT CONTINGENT STAFFING	W	B		N	N	54	228,123	228,123	0	6/1/2020	O	5/31/2025
4600003910	SPRUCE TECHNOLOGY CLIFTON, NJ 07012	IT CONTINGENT STAFFING	W	B		F	04	54	573,686	442,071	172,510	6/1/2020	O	5/31/2025
4600003911	CEMTEK SYSTEMS INC OCEAN, NJ 07712	CONTINUOUS EMISSIONS MONITORING SERVICES	S	B		N	N	03	2,985,038	1,612,397	403,128	4/1/2020	O	3/31/2025
4600003912	ENERGETIX CORPORATION OKLAHOMA CITY, OK 73107	DRUG SCREENING	P	B		F	N	02	33,265	23,984	9,865	5/4/2020	O	5/3/2025
4600003913	WALTER T GORMAN PE PC FLORAL PARK, NY 11001	CODE COMPLIANCE AND PERMITTING SERVICES	S	B		N	N	02	1,019,788	991,844	129,631	5/1/2020	O	4/30/2025
4600003915	AVIATION SERVICES UNLIMITED LLC ORISKANY, NY 13424	GENERAL HELICOPTER SERVICES	P	B		N	N	03	115,078	115,077	0	8/10/2020	O	8/9/2025
4600003916	RIGHT BROTHER AVIATION LLC ROME, NY 13441	GENERAL HELICOPTER SERVICES	P	B		N	N	03	970,111	737,571	251,237	8/10/2020	O	8/9/2025
4600003917	SOUTH AMERICAN JETS LLC DORAL, FL 33166	GENERAL HELICOPTER SERVICES	P	B		N	N	03	5,000	0	0	8/10/2020	O	8/9/2025
4600003918	EGGAN EXCAVATING EQUIPMENT CO INC ROME, NY 13440	EMERGENCY ENVIRONMENTAL SERVICES	S	B		N	N	01	177,576	109,095	0	5/8/2020	C	5/7/2024
4600003919	HEALY ELECTRIC CONTRACTING INC WHITE PLAINS, NY 10603	ON-CALL ELECTRICAL SERVICES	S	B		N	N	01	359,471	293,216	137	6/1/2020	O	5/31/2025
4600003920	ERNST AND YOUNG LLP NEW YORK, NY 10001	FINANCIAL ADVISORY SERVICES FOR ENERGY PROJECTS	P	B		N	N	18	250,000	199,200	0	5/12/2020	O	5/11/2025
4600003924	ROCKFLEET FINANCIAL SERVICES INC NEW YORK, NY 10170	FINANCIAL ADVISORY SERVICES FOR ENERGY PROJECTS	P	B		N	03	18	5,000	0	0	5/12/2020	O	5/11/2025
4600003926	JACKSON LEWIS PC WEST HARRISON, NY 10604	LEGAL SERVICES	P	B		N	N	34	1,343,800	859,161	115,191	5/26/2020	O	5/25/2025
4600003927	KATTEN MUCHIN ROSEMAN LLP NEW YORK, NY 10022	LEGAL SERVICES	P	B		N	N	34	597,000	521,796	0	5/26/2020	O	5/25/2025
4600003928	VAN NESS FELDMAN LLP WASHINGTON, DC 20007	LEGAL SERVICES	P	B		F	N	34	5,584,285	4,681,996	925,090	5/26/2020	O	5/25/2025
4600003929	BARCLAY DAMON LLP SYRACUSE, NY 13202	LEGAL SERVICES	P	B		N	N	34	703,000	667,955	7,634	5/26/2020	O	5/25/2025
4600003930	GIBBONS P C NEWARK, NJ 07102	LEGAL SERVICES	P	B		F	N	34	307,515	189,542	7,753	5/26/2020	O	5/25/2025
4600003931	STINSON LLP KANSAS CITY, MO 64106	LEGAL SERVICES	P	B		F	N	34	269,400	167,463	34,850	5/26/2020	O	5/25/2025
4600003932	HOLLAND AND KNIGHT LLP BRANDON, FL 33510	LEGAL SERVICES	P	B		N	N	34	2,089,500	1,092,596	113,903	5/26/2020	O	5/25/2025
4600003933	DENTONS US LLP CHICAGO, IL 60606	LEGAL SERVICES	P	B		F	N	34	622,000	401,094	50,768	5/26/2020	O	5/25/2025
4600003934	FOX ROTHSCHILD LLP NEW YORK, NY 10178	LEGAL SERVICES	P	B		N	N	34	400,000	327,065	13,699	5/26/2020	O	5/25/2025
4600003935	CREDIT AGRICOLE CORP AND INVESTMENT NEW YORK, NY 10019	FINANCIAL ADVISORY SERVICES FOR ENERGY PROJECTS	P	B		N	N	18	17,035,000	7,680,000	3,180,000	6/12/2020	O	6/11/2025
4600003936	HAWKINS DELAFIELD AND WOOD LLP NEW YORK, NY 10007	LEGAL SERVICES	P	B		N	N	34	806,000	757,096	75,742	5/26/2020	O	5/25/2025
4600003938	BOND SCHOENECK AND KING PLLC SYRACUSE, NY 13218	LEGAL SERVICES	P	B		N	N	34	2,297,175	1,526,838	650,136	5/26/2020	O	5/25/2025
4600003940	GUIDEHOUSE INC MCLEAN, VA 22102	FINANCIAL ADVISORY SERVICES FOR ENERGY PROJECTS	P	B		N	N	18	5,000	0	0	6/12/2020	O	6/11/2025
4600003941	BRYANT RABBINO LLP NEW YORK, NY 10019	LEGAL SERVICES	P	B		N	04	34	12,000	12,000	0	5/26/2020	O	5/25/2025
4600003942	BURGHERGRAY LLP NEW YORK, NY 10018	LEGAL SERVICES	P	B		N	04	34	100,000	35,292	0	5/26/2020	O	5/25/2025
4600003943	CARTER LEDYARD AND MILBURN NEW YORK, NY 10005	LEGAL SERVICES	P	B		N	N	34	49,550	35,200	0	5/26/2020	O	5/25/2025
4600003944	DELLAVERSON PC NEW YORK, NY 10016	LEGAL SERVICES	P	B		N	N	34	512,000	491,235	120,000	5/26/2020	O	5/25/2025
4600003945	DEVAPRASAD PLLC ALBANY, NY 12210	LEGAL SERVICES	P	B		N	04	34	5,000	0	0	5/26/2020	O	5/25/2025
4600003946	FRIED FRANK HARRIS SHRIVER AND JACOBSON LLP JACOBSON LLP NEW YORK, NY 10004	LEGAL SERVICES	P	B		N	N	34	1,408,310	867,157	177,495	5/26/2020	O	5/25/2025
4600003947	HARDWICK LAW FIRM LLC NEW YORK, NY 10005	LEGAL SERVICES	P	B		N	04	34	5,000	0	0	5/26/2020	O	5/25/2025
4600003948	NORTON ROSE FULBRIGHT US LLP NEW YORK, NY 10019	LEGAL SERVICES	P	B		N	N	34	3,396,499	2,813,841	913,351	5/26/2020	O	5/25/2025
4600003949	STOEL RIVES LLP WASHINGTON, DC 20036	LEGAL SERVICES	P	B		F	N	34	310,000	84,375	8,880	5/26/2020	O	5/25/2025
4600003951	ENSIGN ENGINEERING PC BRONX, NY 10465	MECHANICAL ELECTRICAL AND PLUMBING (MEP) ENGINEERING SERVICES	S	B		N	03	18	145,869	86,467	0	6/29/2020	O	6/28/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600003952	FELLENZER ENGINEERING LLP MIDDLETOWN, NY 10940	MECHANICAL ELECTRICAL AND PLUMBING (MEP) ENGINEERING SERVICES	S	B		N	N	18	49,538	15,497	0	6/29/2020	O	6/28/2025
4600003953	NIXON PEABODY LLP NEW YORK, NY 10036	LEGAL SERVICES	P	B		N	N	34	1,168,000	663,959	338,880	5/26/2020	O	5/25/2025
4600003954	ASSOCIATED FIRE PROTECTION PATERSON, NJ 07501	ALARM AND FIRE PROTECTION SYSTEM	E	B		F	N	03	1,731,145	1,384,877	359,255	7/6/2020	O	7/5/2026
4600003955	MINTZER MAUCH PLLC NEW YORK, NY 10017	LEGAL SERVICES	P	B		N	03	34	324,375	118,609	109,581	5/26/2020	O	5/25/2025
4600003956	GUIDEHOUSE INC MCLEAN, VA 22102	EXECUTIVE MANAGEMENT CONSULTING SERVICES	P	B		F	N	23	960,972	410,895	300,169	7/9/2020	O	7/14/2025
4600003957	DAVIS-ULMER SPRINKLER CO INC GRUNAU FIRE PROTECTION GRUNAU FIRE PROTECTION YOUNGSTOWN, OH 44514	ALARM AND FIRE PROTECTION SYSTEM	E	B		F	N	03	272,047	219,693	39,572	7/15/2020	O	7/13/2026
4600003958	BLEAKLEY PLATT AND SCHMIDT LLP WHITE PLAINS, NY 10601	LEGAL SERVICES	P	B		N	N	34	618,600	476,401	0	5/26/2020	O	5/25/2025
4600003959	JP MORGAN SECURITIES LLC BROOKLYN, NY 11245	FINANCIAL ADVISORY SERVICES FOR ENERGY PROJECTS	P	B		N	N	18	5,000	0	0	6/12/2020	O	6/11/2025
4600003960	WL CONCEPTS AND PRODUCTION INC FREEPORT, NY 11520	THE FABRICATION AND INSTALLATION OF CHARGING STATION BRANDING ELEMENTS	E	2	8	N	02	01	706,714	634,466	35,660	7/17/2020	O	7/16/2025
4600003961	NOWAK INDUSTRIAL LLC CHEEKTOWAGA, NY 14227	PRE AND POST WELD HEAT TREATMENT AND CONTROL	C	B		N	02	02	5,000	0	0	8/17/2020	O	10/14/2035
4600003962	BAKER BOTTS LLP NEW YORK, NY 10112	LEGAL SERVICES	P	B		N	N	34	150,000	32,709	0	5/26/2020	O	5/25/2025
4600003963	TROUTMAN PEPPER HAMILTON SANDERS formally TROUTMAN SANDERS LLP formally TROUTMAN SANDERS LLP ATLANTA, GA 30308	LEGAL SERVICES	P	B		F	N	34	113,000	25,805	20,765	5/26/2020	O	5/25/2025
4600003965	JENNER AND BLOCK LLP NEW YORK, NY 10036	LEGAL SERVICES	P	B		N	N	34	100,000	79,879	79,879	5/26/2020	O	5/25/2025
4600003966	DAVINCISKY ENGINEERING AND MANAGEME LLC LLC SCOTTSDALE, AZ 85260	HELICOPTER SUPPORT SERVICES	P	B		F	N	03	3,317,637	2,938,280	203,130	8/1/2020	O	7/31/2025
4600003967	CHA CONSULTING INC ALBANY, NY 12205	LAND MANAGEMENT - ASSESSMENT AND EDUCATION	P	B		N	N	09	65,931	58,750	58,750	8/3/2020	O	7/31/2025
4600003969	KONECRANES INC HENRIETTA, NY 14467	ON-CALL CRANE MAINTENANCE AND REPAIR SERVICES	S	B		N	N	03	1,228,517	909,601	365,304	9/11/2020	O	12/31/2025
4600003970	FLATIRON CRANE OPERATING COMPANY DBA SIMMERS CRANE DESIGN AND SERVICES DBA SIMMERS CRANE DESIGN & SERVICES SALEM, OH 44460	ON-CALL CRANE MAINTENANCE AND REPAIR SERVICES	S	B		F	N	03	1,114,553	782,195	258,596	9/11/2020	O	12/31/2025
4600003971	TAURUS INDUSTRIAL GROUP LLC LA PORTE, TX 77571	PRE AND POST WELD HEAT TREATMENT AND CONTROL	C	B		F	N	02	513,554	383,984	95,172	8/17/2020	O	10/14/2035
4600003972	COMPOSITE TECHNOLOGY AND INFRASTRUCTURE LLC INFRASTRUCTURE LLC COEYMANS, NY 12045	ABATEMENT CLEANING OF LEAD CONTAINING PAINT AND PRIMING	C	B		N	N	02	5,000	0	0	8/17/2020	O	10/14/2035
4600003973	REPUBLIC SERVICES INC NRC NY ENVIRONMENTAL SERVICES INC NRC NY ENVIRONMENTAL SERVICES INC SYRACUSE, NY 13206	ABATEMENT CLEANING OF LEAD CONTAINING PAINT AND PRIMING	C	B		N	N	02	1,004,336	761,904	211,622	8/17/2020	O	10/14/2035
4600003974	MILLER AEROSPACE COMPANY LLC MAC AIR MAC AIR BURLINGTON, NC 27215	HELICOPTER SUPPORT SERVICES	P	B		F	N	03	5,000	0	0	8/12/2020	O	8/11/2025
4600003976	ICF RESOURCES LLC RESTON, VA 20190	ENERGY ENVIRONMENT POLICY DEVELOPMENT	P	B		N	N	20	765,190	155,158	0	8/1/2020	O	7/31/2025
4600003977	BASSON TRADING LLC DBA ALADON DBA ALADON WILMINGTON, NC 28409	FACILITATOR MENTORING SERVICES	P	B		F	N	02	2,639,175	2,615,859	120,763	8/24/2020	O	8/23/2025
4600003978	TRUVIEW BSI LLC MELVILLE, NY 11747	BACKGROUND SCREENING SERVICES	P	B		N	N	03	2,550,000	2,382,974	729,211	8/24/2020	O	8/23/2025
4600003979	ADVANCED AUTOMATION CORPORATION ROME, NY 13440	FINANCIAL ADVISORY SERVICES FOR ENERGY PROJECTS	P	B		N	N	18	5,000	0	0	6/12/2020	O	6/11/2025
4600003980	IGNITION COACHING LLC KULVINDER KAUR JASWAL KULVINDER KAUR JASWAL SAN DIEGO, CA 92107	PROFESSIONAL COACHING SERVICES	P	B		N	07	10	245,000	231,399	52,336	9/14/2020	O	9/13/2025
4600003981	CAREER CONCEPTS INC DBA CCI CONSULTING DBA CCI CONSULTING BLUE BELL, PA 19422	PROFESSIONAL COACHING SERVICES	P	B		F	N	10	500,000	454,702	99,987	9/14/2020	O	9/13/2025
4600003984	FRESH MEADOW POWER LLC FRESH MEADOWS, NY 11365	ON-CALL MAINTENANCE SERVICES	M	B		N	N	02	19,981,959	18,605,774	2,888,211	10/1/2020	O	9/30/2025
4600004000	E-J ELECTRIC TANDD LLC WALLINGFORD, CT 06492	ENERGY EFFICIENCY LIGHTING	C	B		F	N	07	173,222	173,222	4,122	10/1/2020	O	9/30/2025
4600004001	CANDELA SYSTEMS CORP HAWTHORNE, NY 10532	ENERGY EFFICIENCY LIGHTING	C	B		N	04	07	5,000	0	0	10/1/2020	O	9/30/2025
4600004002	DANDM ELECTRICAL CONTRACTING INC ELMSFORD, NY 10523	ENERGY EFFICIENCY LIGHTING	C	B		N	N	07	5,000	0	0	10/1/2020	O	9/30/2025
4600004003	A AND A MAINTENANCE ENTERPRISE INC A AND A ELEVATED FACILITY SOLUTIONS A & A ELEVATED FACILITY SOLUTIONS YONKERS, NY 10704	JANITORIAL SERVICES	S	B		N	N	02	6,459,980	5,846,537	1,849,614	1/1/2021	O	12/31/2025
4600004004	LOADSPRING SOLUTIONS INC BURLINGTON, MA 01803	ORACLE PRIMAVERA HOSTING SERVICES	E	B		F	N	03	1,367,008	1,367,007	326,099	12/21/2020	O	12/20/2025
4600004005	HARRIS BEACH PLLC NEW YORK, NY 10005	LEGAL SERVICES	P	B		N	N	34	912,400	790,454	228,834	10/1/2020	O	5/25/2025
4600004006	ALLEN CHASE ENTERPRISES INC OSWEGO, NY 13126	BARE GROUND WEED CONTROL MANAGEMENT	C	B		N	N	02	221,804	221,804	59,532	1/1/2021	C	12/31/2024

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004007	LEWIS TREE SERVICE INC W HENRIETTA, NY 14586	ROW VEGETATION MANAGEMENT	C	B		N	N	02	14,239,931	14,157,402	3,601,759	1/1/2021	O	12/31/2025
4600004008	ADMAR CONSTRUCTION EQUIPMENT AND SUPPLIES SUPPLIES ROCHESTER, NY 14623	FLEET HEAVY EQUIPMENT RENTAL	E	B		N	N	11	89,452	89,644	51,767	12/31/2020	C	12/31/2024
4600004009	TURTLE AND HUGHES INC CLARK, NJ 07066	LIGHTING UPGRADE	E	B		N	03	05	18,802	21,538	0	12/3/2020	O	7/12/2025
4600004010	AMRO UNITED CORP DBA AMRO FORESTRY DBA AMRO FORESTRY WHITNEY POINT, NY 13862	LAND MANAGEMENT - LANDSCAPING	C	B		N	N	02	79,565	62,875	19,323	1/1/2021	O	12/31/2025
4600004011	APPLIED ECOLOGICAL SERVICES INC RES GREAT LAKES LLC RES GREAT LAKES LLC BELLAIRE, TX 77401	LAND MANAGEMENT - LANDSCAPING	P	B		N	N	02	90,055	19,367	0	1/1/2021	O	12/31/2025
4600004012	AMRO UNITED CORP DBA AMRO FORESTRY DBA AMRO FORESTRY WHITNEY POINT, NY 13862	LAND MANAGEMENT - ASSESSMENT AND EDUCATION	P	B		N	N	09	39,990	0	0	1/1/2021	O	12/31/2025
4600004013	HADLEY EXHIBITS INC BUFFALO, NY 14207	LAND MANAGEMENT - ASSESSMENT AND EDUCATION	P	B		N	N	09	183,447	167,979	0	1/1/2021	O	12/31/2025
4600004014	POLLINATOR PARTNERSHIP SAN FRANCISCO, CA 94111	LAND MANAGEMENT - ASSESSMENT AND EDUCATION	P	B		N	N	09	24,000	800	0	1/1/2021	O	12/31/2025
4600004015	APPLIED ECOLOGICAL SERVICES INC RES GREAT LAKES LLC RES GREAT LAKES LLC BELLAIRE, TX 77401	LAND MANAGEMENT - ASSESSMENT AND EDUCATION	P	B		N	N	09	5,000	0	0	1/1/2021	O	12/31/2025
4600004016	HERC RENTALS INC LIVERPOOL, NY 13088	FLEET HEAVY EQUIPMENT RENTAL	E	B		N	N	11	401,923	405,680	126,310	12/31/2020	C	12/31/2024
4600004017	UNITED RENTALS (NORTH AMERICA) INC UNITED RENTALS UNITED RENTALS EAST SYRACUSE, NY 13057	FLEET HEAVY EQUIPMENT RENTAL	E	B		N	N	11	506,253	528,846	146,988	12/31/2020	C	12/31/2024
4600004018	POWERRUNNER LLC BRENTWOOD, NH 03833	SOFTWARE - LOAD FORECASTING	E	B		F	N	10	2,008,430	1,515,906	157,006	4/1/2021	O	3/31/2026
4600004020	GE RENEWABLES US LLC GREENWOOD VILLAGE, CO 80111	NEXT GENERATION WICKET GATE PROCUREMENT	E	B		F	N	07	13,789,866	11,629,839	3,994,476	2/1/2021	O	12/31/2035
4600004021	DAIKIN APPLIED AMERICAS INC DBA DAIKIN APPLIED DBA DAIKIN APPLIED MINNEAPOLIS, MN 55441	CHILLER MAINTENANCE SERVICE	S	B		F	N	04	1,900,898	1,593,226	311,206	1/1/2021	O	12/31/2025
4600004022	PINTO CONSTRUCTION SERVICES INC BUFFALO, NY 14206	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	1/28/2021	O	9/30/2025
4600004023	GLOBAL IRON WORKS OSSINING, NY 10562	TRADE ON-CALL SERVICES	C	B		N	10	16	137,376	137,376	0	1/28/2021	O	9/30/2025
4600004024	RDS INDUSTRIES INC FLUSHING, NY 11358	TRADE ON-CALL SERVICES	C	B		N	04	16	5,000	0	0	1/28/2021	O	9/30/2025
4600004025	STRATEGIC POWER SYSTEMS INC CHARLOTTE, NC 28247	OPERATIONAL RELIABILITY ANALYSIS PROGRAM (ORAP) MONITORING PROGRAM	S	1	8	F	N	01	22,400	22,400	0	1/4/2021	O	3/31/2025
4600004026	OHM'S ELECTRICAL CORP GLENDALE, NY 11385	TRADE ON-CALL SERVICES	C	B		N	03	16	580,548	517,809	0	1/28/2021	O	9/30/2025
4600004027	HOHL INDUSTRIAL SERVICES INC TONAWANDA, NY 14150	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	1/28/2021	O	9/30/2025
4600004031	CANDELA SYSTEMS CORP HAWTHORNE, NY 10532	TRADE ON-CALL SERVICES	C	B		N	04	16	550,864	547,621	0	1/28/2021	O	9/30/2025
4600004032	DYNAMIC US INC PURCHASE, NY 10577	TRADE ON-CALL SERVICES	C	B		N	N	16	57,611	56,837	0	1/28/2021	O	9/30/2025
4600004033	KLIMA NEW YORK LLC LONG ISLAND CITY, NY 11104	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	1/20/2021	O	9/30/2025
4600004034	THREETECH ELECTRIC INC MIDDLE VILLAGE, NY 11379	TRADE ON-CALL SERVICES	C	B		N	04	16	1,476,176	1,242,820	681,021	1/28/2021	O	9/30/2025
4600004035	MICHAEL BELLANTONI INC WHITE PLAINS, NY 10603	LANDSCAPING AND SNOW REMOVAL SERVICES	S	B		N	N	02	445,600	282,055	93,493	2/1/2021	O	1/31/2026
4600004036	EIA ELECTRIC INC LONG ISLAND CITY, NY 11101	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	1/28/2021	O	9/30/2025
4600004037	JOHN W DANFORTH CO TONAWANDA, NY 14150	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	1/28/2021	O	9/30/2025
4600004038	NORTHLINE UTILITIES LLC DBA FOR NORTHLINE VENTURES INC DBA FOR NORTHLINE VENTURES INC AU SABLE FRKS, NY 12912	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	1/28/2021	O	9/30/2025
4600004040	TURBOPROP EAST INC NORTH ADAMS, MA 01247	AIRCRAFT MAINTENANCE SERVICES	S	B		F	N	01	680,000	407,387	71,167	4/1/2021	O	3/31/2026
4600004041	RUSSELL REID WASTE HAULING AND DISP MR JOHN PORTABLE SANITATION UNITS I MR JOHN PORTABLE SANITATION UNITS I DALLAS, TX 75266	WASTEWATER REMOVAL	S	B		N	N	04	480,000	300,727	66,033	2/2/2021	O	2/1/2026
4600004042	TRC ENGINEERS INC NEW YORK, NY 10018	ENTERPRISE RESILIENCE PROGRAM CONSULTING SERVICES	P	B		N	N	14	1,358,097	1,033,547	0	2/8/2021	O	2/7/2026
4600004043	MJ ENGINEERING AND LAND SURVEYING CLIFTON PARK, NY 12065	GARAGE CONDITION ASSESSMENT	P	B		N	N	10	170,000	124,400	0	2/5/2021	O	2/4/2027
4600004044	GUIDEHOUSE INC NEW YORK, NY 10017	ENTERPRISE RESILIENCE PROGRAM CONSULTING SERVICES	P	B		N	N	14	680,000	616,186	0	2/8/2021	O	2/7/2026
4600004045	ERNST AND YOUNG LLP NEW YORK, NY 10001	ENTERPRISE RESILIENCE PROGRAM CONSULTING SERVICES	P	B		N	N	14	624,173	535,743	0	2/8/2021	O	2/7/2026
4600004046	DELOITTE AND TOUCHE LLP NEW YORK, NY 10112	ENTERPRISE RESILIENCE PROGRAM CONSULTING SERVICES	P	B		N	N	14	546,142	156,040	156,040	2/8/2021	O	2/7/2026

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004047	THE UNIVERSITY OF CHICAGO UCHICAGO ARGONNE LLC UCHICAGO ARGONNE LLC LEMONT, IL 60439	ADVANCED RESEARCH SERVICES	P	C		F	N	09	995,000	979,045	0	2/10/2021	O	2/9/2026
4600004048	EATON CORPORATION CLIFTON PARK, NY 12065	ROBERT MOSES UNIT SUBSTATION REPLACEMENT	C	B		F	N	05	14,394,418	10,905,543	3,533,426	2/16/2021	O	3/30/2026
4600004049	ABB INC CARY, NC 27511	PARTS	E	B		F	N	04	115,647	25,710	0	3/1/2021	O	2/28/2026
4600004050	HITACHI ENERGY USA INC RALEIGH, NC 27606	PARTS	E	B		F	N	04	2,461,426	2,341,264	2,018,286	3/1/2021	O	2/28/2026
4600004051	C D PERRY LLC TROY, NY 12181	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	4/22/2021	O	9/30/2025
4600004052	TECTONIC ENGINEERING AND SURVEYING CONSULTANTS PC CONSULTANTS PC FOREST HILLS, NY 11375	ON-CALL SPECIAL INSPECTION SERVICES OD ED AND M PROJECTS	S	C		N	N	06	1,407,470	792,906	259,359	2/25/2021	O	2/24/2026
4600004053	STRAGILITY LLC SLINGERLANDS, NY 12159	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	03	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004054	STRATEGY MUSE INC SM COMMUNICATIONS AND CONSULTING SM COMMUNICATIONS & CONSULTING LOS ANGELES, CA 90042	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		F	03	40	5,427,805	4,408,475	2,041,049	3/1/2021	O	2/28/2026
4600004055	MOTT MACDONALD NY INC ISELIN, NJ 08830	TRANSMISSION PLANNING	P	B		N	N	20	6,240,315	1,260,464	878,036	3/1/2021	O	2/28/2029
4600004056	ENERGY AND ENVIRONMENTAL ECONOMICS INC INC SAN FRANCISCO, CA 94104	TRANSMISSION PLANNING	P	B		N	N	20	5,000	0	0	3/1/2021	O	2/28/2029
4600004057	LEIDOS ENGINEERING LLC RESTON, VA 20190	TRANSMISSION PLANNING	P	B		N	N	20	5,000	0	0	3/1/2021	O	2/28/2029
4600004058	WSP USA INC NEW YORK, NY 10119	TRANSMISSION PLANNING	P	B		N	N	20	5,000	0	0	3/1/2021	O	2/28/2029
4600004059	ATKINSREALIS NEW YORK LTD SNC LTD SNC LTD NEW YORK, NY 10016	TRANSMISSION PLANNING	P	B		N	N	20	5,000	0	0	3/1/2021	O	2/28/2029
4600004060	HITACHI ENERGY USA INC ATLANTA, GA 30346	TRANSMISSION PLANNING	P	B		N	N	20	2,155,741	1,923,285	595,666	3/1/2021	O	2/28/2029
4600004061	BURNS AND MCDONNELL EGS P.C. KANSAS CITY, MO 64114	TRANSMISSION PLANNING	P	B		N	N	20	5,199,906	1,407,456	750,332	3/1/2021	O	2/28/2029
4600004062	POWER ENGINEERS CONSULTING PC A PROFESSIONAL SERVICE CORP A PROFESSIONAL SERVICE CORP HAILEY, ID 83333	TRANSMISSION PLANNING	P	B		N	N	20	5,000	0	0	3/1/2021	O	2/28/2029
4600004063	SIEMENS INDUSTRY INC MINNETONKA, MN 55305	TRANSMISSION PLANNING	P	B		N	N	20	208,042	157,010	0	3/1/2021	O	2/28/2029
4600004064	THE BRATTLE GROUP INC BOSTON, MA 02108	TRANSMISSION PLANNING	P	B		N	N	20	5,000	0	0	3/1/2021	O	2/28/2029
4600004065	GLASS LEWIS AND COMPANY LLC SAN FRANCISCO, CA 94111	PROXY MANAGER SERVICES	P	B		F	N	03	5,000	0	0	2/15/2021	O	2/14/2026
4600004066	CARAHSOFT TECHNOLOGY CORPORATION RESTON, VA 20190	ADVANCING ANALYTICS	E	B		N	N	41	753,174	398,231	1,754	3/2/2021	O	3/1/2026
4600004068	JOADEM CORPORATION WEST HEMPSTEAD, NY 11552	SPECIAL INSPECTIONS FOE EC AND M PROJECTS	C	B		N	04	06	49,438	22,018	1,302	3/8/2021	O	3/7/2026
4600004069	GE RENEWABLES US LLC GREENWOOD VILLAGE, CO 80111	SHAFT REPLACEMENT	E	B		F	N	07	3,480,291	2,794,017	441,273	4/1/2021	O	12/30/2035
4600004072	IMPROVING TORONTO INC TORONTO ON CANADA	FINANCIAL PLANNING AND ANALYSIS	E	C		N	N	15	4,311,531	3,016,871	386,048	3/10/2021	O	3/9/2026
4600004073	STRUCTURAL INTEGRITY ASSOCIATES INC HUNTERSVILLE, NC 28078	INTERIM AWARD FOR HIGH ENERGY PIPING EXAMINATIONS	S	B		F	N	01	2,377,950	1,962,145	303,360	3/18/2021	O	3/17/2026
4600004074	FUTURE TECH CONSULTANTS OF NY INC MINEOLA, NY 11501	SPECIAL INSPECTIONS FOR EC AND M PROJECTS	S	B		N	N	06	83,405	6,473	4,253	3/8/2021	O	3/7/2026
4600004078	TWIN PEAKS INC LONG ISLAND CITY, NY 11101	SPECIAL INSPECTIONS FOR EC AND M PROJECTS	S	B		N	N	06	23,888	9,636	400	3/8/2021	O	3/7/2026
4600004079	JOHN W DANFORTH CO TONAWANDA, NY 14150	ROUTINE AND ON-CALL MAINTENANCE OF AIR PURIFICATION UNITS	S	B		N	N	01	376,293	203,277	16,546	4/12/2021	O	4/11/2026
4600004081	BURNS AND MCDONNELL EGS P.C. KANSAS CITY, MO 64114	TRANSMISSION AND SUBSTATION ENGINEERING	P	B		N	N	29	2,764,984	1,232,506	193,993	4/1/2021	O	3/31/2031
4600004082	MOTT MACDONALD NY INC ISELIN, NJ 08830	TRANSMISSION AND SUBSTATION ENGINEERING	P	B		N	N	29	1,250,973	459,802	314,198	4/1/2021	O	3/31/2031
4600004083	POWER ENGINEERS CONSULTING PC A PROFESSIONAL SERVICE CORP A PROFESSIONAL SERVICE CORP HAILEY, ID 83333	TRANSMISSION AND SUBSTATION ENGINEERING	P	B		N	N	29	275,000	275,000	37,564	4/1/2021	O	3/31/2031
4600004085	BIDCO MARINE GROUP INC BUFFALO, NY 14210	PENSTOCK AND DRAFT TUBE INSPECTION SERVICES	S	B		N	N	01	246,090	206,295	75,165	4/1/2021	O	3/31/2025
4600004086	WASTE-STREAM INC CASELLA RESOURCE SOLUTIONS CASELLA RESOURCE SOLUTIONS POTSDAM, NY 13676	WASTE MGT SERVICES	S	B		N	N	01	348,760	320,967	33,952	4/4/2021	C	4/3/2024
4600004087	ECI ENGINEERING SERVICES PC BILLINGS, MT 59102	TRANSMISSION AND SUBSTATION ENGINEERING	P	B		N	N	29	20,290,781	11,860,018	3,666,538	4/5/2021	O	3/31/2031
4600004088	UNITED EANDC NY INC MOUNT LAUREL, NJ 08054	TRANSMISSION AND SUBSTATION ENGINEERING	P	B		N	N	29	34,905,546	33,032,494	8,713,125	4/6/2021	O	3/31/2031
4600004089	BLACK AND VEATCH NEW YORK LLP OVERLAND PARK, KS 66211	TRANSMISSION AND SUBSTATION ENGINEERING	P	B		N	N	29	1,792,624	0	0	4/6/2021	O	3/31/2031
4600004090	ACCENTURE LLP ALBANY, NY 12210	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	8,247,382	7,640,069	622,410	4/19/2021	O	4/18/2026
4600004092	KONECRANES INC HENRIETTA, NY 14467	CRANE INSPECTION CERTIFICATION SERVICES	P	B		N	N	03	226,307	177,294	13,310	4/13/2021	O	4/30/2026
4600004094	WHITESTONE CONSTRUCTION CORP WOODSIDE, NY 11377	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	4/19/2021	O	9/30/2025

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004095	ASPLUNDH ELECTRICAL TESTING LLC FOXBORO, MA 02035	SWITCHYARD MAINTENANCE TESTING AND RELAY EQUIPMENT	S	B		F	N	05	1,307,187	888,554	332,377	4/20/2021	O	4/19/2026
4600004096	SOCOTEC ENGINEERING INC NEW YORK, NY 10036	FAILURE ANALYSIS AND METALLURGICAL TESTING	P	B		N	N	13	29,500	29,500	29,500	5/1/2021	O	4/30/2026
4600004097	AEIS LLC ATLAS EVALUATION AND INSPECTION ATLAS EVALUATION AND INSPECTION SOUTH PLAINFIELD, NJ 07080	FAILURE ANALYSIS AND METALLURGICAL TESTING	P	B		N	07	13	6,675	6,675	0	5/1/2021	O	4/30/2026
4600004098	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	FAILURE ANALYSIS AND METALLURGICAL TESTING	P	B		N	N	13	5,000	4,392	0	5/1/2021	O	4/30/2026
4600004099	APTIM ENVIROMENTAL AND INFRASTRUCTURE INC INFRASTRUCTURE INC LATHAM, NY 12110	ENVIRONMENTAL HEALTH AND SAFETY AUDITS	P	B		N	N	18	900,000	498,424	112,724	5/1/2021	O	4/30/2026
4600004100	ERNST AND YOUNG LLP NEW YORK, NY 10001	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004101	ICF RESOURCES LLC RESTON, VA 20190	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004102	RESOURCE INNOVATIONS INC HALF MOON BAY, CA 94019	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	3,604,467	2,586,829	668,945	5/1/2021	O	4/30/2026
4600004104	THE CADMUS GROUP LLC WALTHAM, MA 02451	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		F	N	40	100,815	100,815	0	5/1/2021	O	4/30/2026
4600004105	GUIDEHOUSE INC NEW YORK, NY 10017	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004106	SLALOM LLC SEATTLE, WA 98104	CONSULTING SERVICES	I	B		N	N	05	203,360	198,690	0	4/30/2021	O	5/1/2026
4600004107	KLIMA NEW YORK LLC LONG ISLAND CITY, NY 11104	TRADE ON-CALL SERVICES	C	B		N	N	16	5,000	0	0	5/3/2021	O	9/30/2025
4600004110	VOITH HYDRO INC YORK, PA 17408	NEXT GENERATION MECHANICAL UPGRADES	C	B		F	N	03	25,085,683	19,514,723	10,943,237	5/26/2021	O	5/25/2036
4600004111	ACRT INC STOW, OH 44224	VEGETATION MANAGEMENT ROW INVENTORY	S	B		F	N	04	717,144	710,544	448,816	6/14/2021	O	9/30/2025
4600004112	BAY CRANE SERVICE OF NEW YORK INC LONG ISLAND CITY, NY 11101	CRANE RENTAL AND OPERATOR SERVICE	S	B		N	N	03	2,082,940	1,412,644	691,632	5/24/2021	O	5/23/2026
4600004114	ENVIROTEC LEASING AND RENTAL CORP LINDENHURST, NY 11757	WASTEWATER REMOVAL	S	B		N	N	04	100,000	17,797	0	12/1/2021	O	11/30/2026
4600004115	D AND L INSTALLATIONS INC BOHEMIA, NY 11716	AIR COMPRESSOR SYSTEM AND REPAIR	E	B		N	03	01	532,910	411,631	109,026	6/7/2021	O	6/6/2026
4600004116	FISHER ASSOCIATES PE LS LA DPC ROCHESTER, NY 14607	SPDES SAMPLING AND ANALYSIS SERVICES	S	B		N	N	03	300,000	206,538	50,941	8/1/2021	O	7/31/2025
4600004117	MWW GROUP LLC EAST RUTHERFORD, NJ 07073	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	2,154,000	1,873,762	572,845	5/1/2021	O	4/30/2026
4600004118	IRIS POWER LP MISSISSAUGA ON CANADA	DATA ANALYSIS	S	B		F	N	01	226,226	149,298	0	6/14/2021	O	6/13/2026
4600004121	CLEAR RIVER ENVIRONMENTAL SERVICE CORP SERVICE CORP RONKONKOMA, NY 11779	WASTEWATER REMOVAL	S	B		N	N	04	5,000	0	0	6/24/2021	O	6/23/2026
4600004122	CHERISSA ADAMS AUSTIN, TX 78735	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		F	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004124	ATLANTIC CRANE LLC FARMINGDALE, NY 11735	CRANE RENTAL AND OPERATOR SERVICE	S	B		N	N	03	63,489	62,096	24,402	7/22/2021	O	7/21/2026
4600004126	VEOLIA ES TECHNICAL SOLUTIONS LLC DBA FOR VEOLIA NORTH AMERICA INC DBA FOR VEOLIA NORTH AMERICA INC WEST BRIDGEWATER, MA 02379	RECYCLING OF ELECTRONIC EQUIPMENT	S	B		F	N	01	90,646	46,585	9,438	1/1/2022	O	12/31/2026
4600004127	VEOLIA ES TECHNICAL SOLUTIONS LLC DBA FOR VEOLIA NORTH AMERICA INC DBA FOR VEOLIA NORTH AMERICA INC WEST BRIDGEWATER, MA 02379	RECYCLING SERVICES	S	B		N	N	01	1,619,221	1,375,688	818,407	8/9/2021	O	12/31/2026
4600004128	DELOITTE CONSULTING LLP NEW YORK, NY 10112	DIVERSITY EQUITY AND INCLUSION SERVICES	P	B		N	N	16	3,460,733	3,460,733	0	7/12/2021	O	7/11/2026
4600004129	SIERRA HEALTH AND LIFE INSURANCE COMPANY COMPANY LAS VEGAS, NV 89128	RETIREE MEDICARE ADVANTAGE INSURANCE	S	B		F	N	04	8,892,062	2,680,164	819,702	1/1/2022	O	12/31/2026
4600004130	EPI-USE AMERICA INC ATLANTA, GA 30346	TIME AND ATTENDANCE	I	B		N	N	06	1,073,094	781,926	143,596	7/12/2021	O	7/11/2026
4600004131	ERNST AND YOUNG LLP NEW YORK, NY 10001	DIVERSITY EQUITY AND INCLUSION SERVICES	P	B		N	N	16	5,000	0	0	7/12/2021	O	7/11/2026
4600004132	ARON SECURITY INC DBA ARROW SECURITY DBA ARROW SECURITY SMITHTOWN, NY 11787	UNIFORM SECURITY GUARD SERVICES	S	B		N	N	14	9,530,000	7,611,761	2,230,085	9/16/2021	O	9/15/2026
4600004134	FACTORY 360 INC NEW YORK, NY 10011	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	04	40	648,962	493,971	43,682	5/1/2021	O	4/30/2026
4600004135	ARCH STREET COMMUNICATIONS INC TARRYTOWN, NY 10591	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	03	40	655,060	580,498	0	5/1/2021	O	4/30/2026
4600004136	LOWE AND PARTNERS WORLDWIDE INC DBA CAMPBELL EWALD NY DBA CAMPBELL EWALD NY NEW YORK, NY 10016	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004137	MORRISONVILLE SEPTIC LLC CADYVILLE, NY 12918	SEPTIC SERVICES	S	B	5	N	N	01	27,020	21,510	5,850	8/21/2021	C	8/20/2024

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004140	CT MALE ASSOC ENGINEERING SURVEY ARCHITECT AND LANDSCAPE ARCHITECT DPC ARCHITECT & LANDSCAPE ARCHITECT DPC LATHAM, NY 12110	ELECTRICAL PLAN REVIEW AND REPORTS	P	B		N	N	04	43,005	26,860	1,836	9/1/2021	O	8/31/2026
4600004141	AECOM USA INC NEW YORK, NY 10004	RISK MANAGEMENT CONSULTING SERVICES	P	B		N	N	14	5,000	0	0	9/1/2021	O	8/31/2026
4600004142	ARCADIS OF NEW YORK INC DBA MALCOLM PIRNIE INC DBA MALCOLM PIRNIE INC HIGHLANDS RANCH, CO 80129	RISK MANAGEMENT CONSULTING SERVICES	P	B		N	N	14	5,000	0	0	9/1/2021	O	8/31/2026
4600004143	NAUTILUS CONSULTING LLC SYOSSET, NY 11791	RISK MANAGEMENT CONSULTING SERVICES	P	B		N	N	14	5,000	0	0	9/1/2021	O	8/31/2026
4600004144	LIRO PROGRAM AND CONSTRUCTION MANAGEMENT PE PC MANAGEMENT PE PC SYOSSET, NY 11791	RISK MANAGEMENT CONSULTING SERVICES	P	B		N	N	14	5,000	0	0	9/1/2021	O	8/31/2026
4600004146	THE CAYEMITTE GROUP INC BORDENTOWN, NJ 08505	SUPPLIER DIVERSITY SUPPORT SERVICES	P	B		F	10	15	3,086,490	2,421,773	859,610	9/1/2021	O	8/31/2026
4600004147	THE OKONITE CO INC WOODLAND PARK, NJ 07424	345KV HPFF PIPE TYPE CABLE	E	B		F	N	01	28,259,870	25,732,062	0	9/9/2021	O	9/8/2031
4600004148	SURETY BOND ASSOCIATES LLC BALA CYNWYD, PA 19004	SUPPLIER DIVERSITY SUPPORT SERVICES	P	B		F	09	15	5,000	0	0	9/1/2021	O	8/31/2026
4600004150	LANCESOFT INC HERNDON, VA 20171	CONTINGENT STAFFING	W	B		F	N	45	2,483,625	1,208,041	727,619	10/20/2021	O	10/19/2026
4600004152	THE SEARCH PARTNERSHIP LLC DBA LINDA M PAUL DBA LINDA M PAUL ANDOVER, NJ 07821	EXECUTIVE PLACEMENT SERVICES	P	B		F	N	23	5,000	0	0	10/1/2021	O	9/30/2026
4600004153	LEADERSHIP LYCEUM LLC DBA THE LEADERSHIP LYCEUM DBA THE LEADERSHIP LYCEUM CHICAGO, IL 60604	EXECUTIVE PLACEMENT SERVICES	P	B		F	N	23	5,000	0	0	10/1/2021	O	9/30/2026
4600004155	TAGUP INC SOMERVILLE, MA 02143	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	9/14/2021	O	9/14/2026
4600004156	GRIDCURE INC BOULDER, CO 80304	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	9/14/2021	O	9/14/2026
4600004157	CROWDAI INC MOUNTAIN VIEW, CA 94043	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	9/15/2021	O	9/14/2026
4600004158	POWERRUNNER LLC BRENTWOOD, NH 03833	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	77,900	77,900	0	9/16/2021	O	9/14/2026
4600004159	E SOURCE COMPANIES LLC TROVE PREDICTIVE DATA SCIENCE LLC TROVE PREDICTIVE DATA SCIENCE LLC BOULDER, CO 80301	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	9/16/2021	O	9/14/2026
4600004160	LEXX TECHNOLOGIES PTY LTD ST LEONARDS NSW AUSTRALIA	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	9/20/2021	O	9/14/2026
4600004161	SVI SERVICES INC PLEASANTON, CA 94566	SUPPLIER DIVERSITY SUPPORT SERVICES	P	B		F	04	15	1,439,850	1,196,254	564,820	10/20/2021	O	10/19/2026
4600004162	EX3 LABS LLC CHICAGO, IL 60601	SUPPLIER DIVERSITY SUPPORT SERVICES	P	B		F	N	15	5,000	0	0	10/20/2021	O	10/19/2026
4600004163	MODERN TIMES INC ALTADENA, CA 91001	SUPPLIER DIVERSITY SUPPORT SERVICES	P	B		F	04	15	5,000	0	0	10/20/2021	O	10/19/2026
4600004164	JEAN KRISTENSEN ASSOCIATES LLC NEW YORK, NY 10169	SUPPLIER DIVERSITY SUPPORT SERVICES	P	B		N	14	15	5,000	0	0	10/20/2021	O	10/19/2026
4600004165	DELOITTE CONSULTING LLP NEW YORK, NY 10112	SUPPLIER DIVERSITY SUPPORT SERVICES	P	B		N	N	15	5,000	0	0	10/20/2021	O	10/19/2026
4600004166	ALLIED STAFF AUGEMENTATION PARTNERS INC INC CHARLOTTE, NC 28226	CONTINGENT STAFFING	W	B		F	N	45	286,346	109,965	109,965	10/20/2021	O	10/19/2026
4600004167	AMPCUS INC CHANTILLY, VA 20151	CONTINGENT STAFFING	W	B		F	N	45	2,870,474	917,931	779,156	10/20/2021	O	10/19/2026
4600004168	ECLARO INTERNATIONAL INC NEW YORK, NY 10123	CONTINGENT STAFFING	W	B		N	04	45	9,219,005	6,112,984	2,938,902	10/20/2021	O	10/19/2026
4600004169	COGENT INFOTECH CORPORATION PITTSBURGH, PA 15241	CONTINGENT STAFFING	W	B		N	N	45	1,519,960	803,716	439,603	10/20/2021	O	10/19/2026
4600004170	LIGHTHOUSE PLACEMENT SERVICES INC LIGHTHOUSE PROFESSIONAL SERVICES IN LIGHTHOUSE PROFESSIONAL SERVICES IN MONROE, CT 06468	CONTINGENT STAFFING	W	B		F	N	45	10,163,902	7,122,296	3,139,162	10/20/2021	O	10/19/2026
4600004171	INFOJINI INC COLUMBIA, MD 21046	CONTINGENT STAFFING	W	B		N	04	45	1,460,783	1,061,481	280,288	10/20/2021	O	10/19/2026
4600004172	TRIGYN TECHNOLOGIES INC EDISON, NJ 08817	CONTINGENT STAFFING	W	B		N	N	45	2,645,945	989,416	749,169	10/20/2021	O	10/19/2026
4600004173	VTECH SOLUTION INC WASHINGTON, DC 20005	CONTINGENT STAFFING	W	B		F	N	45	1,833,516	1,258,971	558,647	10/1/2021	O	10/19/2026
4600004174	TRYFACTA INC PLEASANTON, CA 94588	CONTINGENT STAFFING	W	B		F	08	45	633,984	199,891	194,085	10/20/2021	O	10/19/2026
4600004175	NEW YORK-MADISON APPROACH STAFFING MADISON APPROACH STAFFING INC MADISON APPROACH STAFFING INC YORKTOWN HEIGHTS, NY 10598	CONTINGENT STAFFING	W	B		N	03	45	27,158	27,158	0	10/20/2021	O	10/19/2026
4600004176	RUSSELL REYNOLDS ASSOCIATES INC NEW YORK, NY 10172	EXECUTIVE PLACEMENT SERVICES	P	B		N	N	23	613,950	581,400	34,650	10/1/2021	O	9/30/2026
4600004177	TOLSTOY INC SAN FRANCISCO, CA 94158	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	07	33	20,240	12,238	0	10/5/2021	O	9/14/2026
4600004178	BISSETTA AND LIST INC NEW YORK, NY 10019	ON-CALL PLUMBING SERVICES	S	B		N	10	01	5,000	0	0	11/11/2021	C	11/10/2024
4600004179	BUZZ SOLUTIONS INC PALO ALTO, CA 94301	IMAGE BASED INSPECTIONS	I	B		N	N	12	236,000	186,000	100,000	10/11/2021	O	10/10/2026
4600004180	BUZZ SOLUTIONS INC PALO ALTO, CA 94301	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	10/11/2021	O	9/14/2026

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004181	CHURCHILL LEADERSHIP GROUP INC GREEN COVE SPRINGS, FL 32043	DIVERSITY EQUITY AND INCLUSION SERVICES	P	B		F	N	16	323,068	68,545	68,545	7/12/2021	O	7/11/2026
4600004182	NEPC LLC BOSTON, MA 02109	TREASURY-FINANCIAL ADVISORY SERVICES	P	B		F	N	09	475,000	308,750	95,000	10/1/2021	O	9/30/2026
4600004183	AON CONSULTING INC NEW YORK, NY 10006	DIVERSITY EQUITY AND INCLUSION SERVICES	P	B		N	N	16	5,000	0	0	7/12/2021	O	7/11/2026
4600004184	KISS CONSTRUCTION INC MASPETH, NY 11378	PLANNED AND EMERGENCY RESPONSE ABATEMENT OF ASBESTOS LEAD AND PCB SERVICES	S	B		N	N	02	5,000	0	0	10/28/2021	O	10/27/2026
4600004185	BLENDERBOX INC NEW YORK, NY 10003	GAMIFICATION IN TRAINING	E	B		F	03	11	5,000	0	0	11/8/2021	O	11/7/2026
4600004186	CAMLIN INC NORCROSS, GA 30071	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	10/29/2021	O	9/14/2026
4600004187	BRAINS4DRONES LLC SUSAN M ROSSBACH SUSAN M ROSSBACH PLANO, TX 75023	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	10/29/2021	O	9/14/2026
4600004188	SOUTHWEST RESEARCH INSTITUTE SAN ANTONIO, TX 78238	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	10/29/2021	O	9/14/2026
4600004189	C3.AI INC REDWOOD CITY, CA 94063	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	2,431,000	2,196,310	1,199,500	10/29/2021	O	9/14/2026
4600004190	HITACHI VANTARA LLC SANTA CLARA, CA 95054	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	10/29/2021	O	9/14/2026
4600004191	SAPIENT CORPORATION DBA PUBLICIS SAPIENT DBA PUBLICIS SAPIENT BOSTON, MA 02109	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	10/29/2021	O	9/14/2026
4600004192	UPTAKE TECHNOLOGIES INC CHICAGO, IL 60654	ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING	I	B		N	N	33	5,000	0	0	10/29/2021	O	9/14/2026
4600004193	NAES CORPORATION ISSAQUAH, WA 98027	IN-CITY GAS TURBINE OPERATIONS AND MAINTENANCE	S	C		F	N	01	22,525,083	21,959,838	7,831,644	1/1/2022	O	12/31/2026
4600004194	MILLER ENVIRONMENTAL GROUP INC NEW YORK, NY 10087	RECYCLING SERVICES	S	B		N	N	05	1,312,572	765,306	433,621	1/1/2022	O	12/31/2026
4600004195	ACV ENVIROMENTAL SERVICES INC AVENEL, NJ 07001	GENERAL ENVIRONMENTAL SERVICES	S	B		N	N	03	5,000	0	0	11/16/2021	O	11/15/2026
4600004196	ACV ENVIROMENTAL SERVICES INC AVENEL, NJ 07001	WASTE DISPOSAL AND RECYCLING SERVICES	S	B		N	N	05	11,435	0	0	1/1/2022	O	12/31/2026
4600004198	PIPER SANDLER AND CO NEW YORK, NY 10020	TREASURY FINANCIAL ADVISORY	P	B		N	N	09	5,000	0	0	11/15/2021	O	11/14/2026
4600004199	PRAGER AND CO LLC NEW YORK, NY 10165	TREASURY-FINANCIAL ADVISORY SERVICES	P	B		N	N	09	200,000	0	0	1/1/2022	O	12/31/2026
4600004200	PFM FINANCIAL ADVISORS LLC PHILADELPHIA, PA 19103	TREASURY FINANCIAL ADVISORY SERVICES	P	B		F	N	09	5,000	0	0	11/15/2021	O	11/14/2026
4600004201	PMA MANAGEMENT CORP BLUE BELL, PA 19422	WORKERS COMPENSATION ADMINISTRATIVE SERVICES	P	C		N	N	06	978,250	290,651	290,651	1/1/2022	O	12/31/2026
4600004202	CVS PHARMACY INC DBA CAREMARKPCS HEALTH LLC DBA CAREMARKPCS HEALTH LLC WOONSOCKET, RI 02895	PHARMACY BENEFIT MANAGEMENT	P	B		F	N	03	720,000	227,080	175,334	6/1/2022	O	5/31/2027
4600004203	POWER ENGINEERS CONSULTING PC A PROFESSIONAL SERVICE CORP A PROFESSIONAL SERVICE CORP HAILEY, ID 83333	ARC FLASH ANALYSIS	P	B		N	N	25	5,000	0	0	12/1/2021	O	11/30/2026
4600004204	E-HAZARD DBA FOR E-HAZARD MANAGEMENT LLC DBA FOR E-HAZARD MANAGEMENT LLC LOUISVILLE, KY 40223	ARC FLASH ANALYSIS	P	B		N	N	25	21,677	1,800	0	12/1/2021	O	11/30/2026
4600004205	UNITED EANDC NY INC MOUNT LAUREL, NJ 08054	ARC FLASH ANALYSIS	P	B		N	N	25	5,000	0	0	12/1/2021	O	11/30/2026
4600004208	MERCER (US) INC NEW YORK, NY 10036	DIVERSITY EQUITY AND INCLUSION SERVICES	P	B		N	N	16	5,000	0	0	7/12/2021	O	7/11/2026
4600004210	ESSENSE PARTNERS DBA AKASAKA ENTERPRISES DBA AKASAKA ENTERPRISES NEW YORK, NY 10017	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	07	40	5,000	2,775	0	5/1/2021	O	4/30/2026
4600004211	FIRSTINLINE MEDIA LLC BROOKLYN, NY 11229	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	04	09	5,000	0	0	5/1/2021	O	4/30/2026
4600004212	FUSEIDAS LLC WINCHESTER, MA 01890	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		F	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004213	JODI ACKERMAN FRANK ARGYLE, NY 12809	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004214	KIVVIT DBA FOR ASGK PUBLIC STRATEGIES LLC DBA FOR ASGK PUBLIC STRATEGIES LLC NEW YORK, NY 10014	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004215	MARKETSMITH INC WHIPPANY, NJ 07981	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		F	03	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004216	SINCLAIR PRINTS AND POSEYS INC SINCLAIR SOCIAL SINCLAIR SOCIAL FLUSHING, NY 11367	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	07	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004218	SUBMERSIVE MEDIA LLC DOBBS FERRY, NY 10522	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004219	THE VISUAL BRAND LLC WESTPORT, CT 06880	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	425,277	378,905	14,528	5/1/2021	O	4/30/2026
4600004220	BBGANDG ADVERTISING INC CAMPBELL HALL, NY 10916	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	03	40	14,590	14,405	0	5/1/2021	O	4/30/2026

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004221	DELOITTE CONSULTING LLP HERMITAGE, TN 37076	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004222	MCKINSEY AND COMPANY INC WASHINGTON DC WASHINGTON DC WASHINGTON, DC 20036	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004223	PA CONSULTING GROUP INC NEW YORK, NY 10174	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004224	SAPIENT CORPORATION DBA PUBLICIS SAPIENT DBA PUBLICIS SAPIENT BOSTON, MA 02109	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004225	WEST MONROE PARTNERS LLC CHICAGO, IL 60606	PRODUCT CUSTOMER EXPERIENCE AND MARKETING SERVICES	P	B		N	N	40	5,000	0	0	5/1/2021	O	4/30/2026
4600004226	DYNAMIC US INC PURCHASE, NY 10577	EMERGENCY GENERATOR FUEL SYSTEM	C	B		N	N	02	465,308	465,308	191,808	12/9/2021	O	5/31/2026
4600004227	COGNIZANT TECHNOLOGY SOLUTIONS U S CORP SOLUTIONS U S CORP COLLEGE STATION, TX 77845	SOFTWARE - ITSM	P	B		F	N	07	7,571,289	6,679,142	1,831,875	12/8/2021	O	12/7/2026
4600004228	S AND S SANITATION AND EXCAVATION INC MALONE, NY 12953	RMPD SEPTIC	S	B		N	N	01	154,884	142,545	49,770	1/13/2022	O	1/12/2025
4600004230 OGS-PS902AA	TK ELEVATOR CORPORATION FKA THYSSENKRUPP ELEVATOR CORP FKA THYSSENKRUPP ELEVATOR CORP ATLANTA, GA 30339	ELEVATOR MAINTENANCE	S	B	7	N	N	02			122,785		C	
4600004231	TRADEBE ENVIRONMENTAL SERVICES LLC MERRILLVILLE, IN 46410	WASTE DISPOSAL AND RECYCLING SERVICES	S	B		N	N	05	336,102	35,172	0	1/1/2022	O	12/31/2026
4600004232	CLEAN HARBORS ENVIRONMENTAL SERVICES INC SERVICES INC NORWELL, MA 02061	WASTE DISPOSAL AND RECYCLING SERVICES	S	B		N	N	05	1,202,835	1,034,885	363,544	1/1/2022	O	12/31/2025
4600004233	TEST PRODUCTS INC (TPI) EXTON, PA 19341	BATTERY TESTING SERVICES	S	B		F	N	02	391,949	324,739	127,693	12/15/2021	O	12/14/2026
4600004234 OGS-PS921AA	DCB ELEVATOR CO INC LEWISTON, NY 14092	ELEVATOR AND ESCALATOR MAINTENANCE AND REPAIRS	S	B	7	N	09	03			232,038		O	
4600004235	PUBLIC UTILITIES MAINTENANCE INC QUEENS VILLAGE, NY 11429	LEM - TOWER COATING UPGRADE PROJECT	C	B		N	N	02	6,511,167	6,510,651	921,669	1/1/2022	O	12/31/2026
4600004236	ACV ENVIROMENTAL SERVICES INC AVENEL, NJ 07001	GENERAL ENVIRONMENTAL SERVICES	S	B		N	N	03	115,000	0	0	1/1/2022	O	12/31/2026
4600004237	MILLER ENVIRONMENTAL GROUP INC NEW YORK, NY 10087	GENERAL ENVIRONMENTAL SERVICES	S	B		N	N	03	84,936	7,231	7,231	1/1/2022	O	12/31/2026
4600004238	CLEAN HARBORS ENVIRONMENTAL SERVICES INC SERVICES INC NORWELL, MA 02061	GENERAL ENVIRONMENTAL SERVICES	S	B		F	N	03	1,169,019	555,629	140,707	1/1/2022	O	12/31/2026
4600004239	ALLIANCE FOR SUSTAINABLE ENERGY LLC ENERGY LLC GOLDEN, CO 80401	ADVANCED RESEARCH SERVICES	P	C	8	F	N	09	863,242	849,747	555,916	12/28/2021	O	12/27/2025
4600004241	TANNER INDUSTRIES INC SOUTHAMPTON, PA 18966	AMMONIUM HYDROXIDE	E	B		F	N	03	2,129,116	1,344,004	432,234	1/5/2022	O	12/31/2026
4600004242	AON RISK SERVICES NORTHEAST INC NEW YORK, NY 10006	ENTERPRISE RISK AND RESILIENCE CONSULTING SERVICES	P	B		N	N	12	5,000	0	0	2/1/2022	O	1/31/2027
4600004243	CUSTOMER CARE NETWORK INC MARIETTA, GA 30067	ENTERPRISE RISK AND RESILIENCE CONSULTING SERVICES	P	B		F	N	12	284,520	128,645	33,505	2/1/2022	O	1/31/2027
4600004244	DELOITTE AND TOUCHE LLP NEW YORK, NY 10112	ENTERPRISE RISK AND RESILIENCE CONSULTING SERVICES	P	B		N	N	12	246,916	246,916	246,916	2/1/2022	O	1/31/2027
4600004245	GUIDEHOUSE INC NEW YORK, NY 10017	ENTERPRISE RISK AND RESILIENCE CONSULTING SERVICES	P	B		N	N	12	5,000	0	0	2/1/2022	O	1/31/2027
4600004246	ERNST AND YOUNG LLP NEW YORK, NY 10001	ENTERPRISE RISK AND RESILIENCE CONSULTING SERVICES	P	B		N	N	12	800,795	800,795	0	2/1/2022	O	1/31/2027
4600004247	THE BRATTLE GROUP INC BOSTON, MA 02108	ENTERPRISE RISK AND RESILIENCE CONSULTING SERVICES	P	B		F	N	12	5,000	0	0	2/1/2022	O	1/31/2027
4600004248	SMIT TRANSFORMATOREN BV DBA FOR ROYAL SMIT TRANSFORMERS BV DBA FOR ROYAL SMIT TRANSFORMERS BV NIJMEGEN 02 NETHERLANDS	AUTOTRANSFORMERS AND SHUNT REACTORS	E	B		F	N	06	25,004,664	18,123,422	12,480,576	2/7/2022	O	2/6/2032
4600004249	HITACHI ENERGY USA INC RALEIGH, NC 27606	AUTOTRANSFORMERS AND SHUNT REACTORS	E	B		F	N	06	65,962,851	41,665,208	20,582,394	2/18/2022	O	2/17/2032
4600004250	BRG MACHINERY CONSULTING LLC NORTH GARDEN, VA 22959	ROTARY MACHINERY CONSULTING SERVICES	P	B		F	N	01	275,634	234,954	17,280	2/4/2022	O	2/3/2027
4600004251	NRC EAST ENVIRONMENTAL SERVICES INC REPUBLIC SERVICES INC REPUBLIC SERVICES INC SYRACUSE, NY 13206	WASTE DISPOSAL AND RECYCLING SERVICES	S	B		N	N	05	129,254	124,930	80,192	1/1/2022	O	12/31/2026
4600004252	KINECTRICS AES INC NAPERVILLE, IL 60563	GROUNDING GRID TESTING PROGRAM	S	B		F	N	04	705,739	530,308	288,978	2/9/2022	O	2/15/2027
4600004253	ALLIED UNIVERSAL SECURITY SERVICES UNIVERSAL PROTECTION SERVICE LP UNIVERSAL PROTECTION SERVICE LP CONSHOHOCKEN, PA 19428	UNIFORM SECURITY GUARD SERVICES	S	B		N	N	14	5,907,813	3,547,726	1,301,326	2/17/2022	O	5/31/2026
4600004254	CALL-A-HEAD CORP BROAD CHANNEL, NY 11693	PORTABLE TOILET	S	B		N	N	02	408,655	248,631	38,622	2/17/2022	O	2/16/2027
4600004255	TIMKEN MOTOR AND CRANE SERVICES LLC SCHULZ ELECTRIC SCHULZ ELECTRIC EAST HAVEN, CT 06512	MOTOR SERVICE	E	C	8	F	N	02	5,000	0	0	2/18/2022	O	2/17/2027

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004256	LONGO ELECTRICAL MECHANICAL INC WHARTON, NJ 07885	MOTOR SERVICE	E	C	8	F	N	02	254,615	226,884	55,297	2/18/2022	O	2/17/2027
4600004258	OFFICE FOR VISUAL INTERACTION INC NEW YORK, NY 10013	DESIGN SERVICES	P	B		N	03	12	157,545	111,483	12,243	3/4/2022	O	3/3/2027
4600004259	STAR WHITEHOUSE LANDSCAPE ARCHITECT AND PLANNERS PLLC AND PLANNERS PLLC NEW YORK, NY 10004	REIMAGINE STATE-WIDE DESIGN SERVICES	P	B		N	N	13	518,973	466,173	200,527	3/17/2022	O	3/16/2027
4600004260	FISHER ASSOCIATES PE LS LA DPC ROCHESTER, NY 14607	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		N	N	13	3,894,665	1,641,787	1,012,095	3/2/2022	O	3/1/2027
4600004261	OSD OUTSIDE LLC BROOKLYN, NY 11215	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		N	N	13	5,000	0	0	3/11/2022	O	3/10/2027
4600004262	BKSK ARCHITECTS LLP NEW YORK, NY 10018	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		N	N	13	5,000	0	0	3/9/2022	O	3/8/2027
4600004264	HITACHI ENERGY USA INC RALEIGH, NC 27606	CIRCUIT BREAKERS	E	B		F	N	02	16,016,457	14,034,346	10,008,373	3/29/2022	O	3/28/2032
4600004265	STUDIO V DESIGN AND PLANNING LLC NEW YORK, NY 10016	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		N	07	13	427,661	427,662	256,153	3/4/2022	O	3/3/2027
4600004266	COOPER ROBERTSON AND PARTNERS ARCHITECTS LLP ARCHITECTS LLP NEW YORK, NY 10038	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		N	N	13	5,000	0	0	3/4/2022	O	3/3/2027
4600004267	WALLACE ROBERTS AND TODD LLC WRT WRT PHILADELPHIA, PA 19109	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		F	N	13	5,000	0	0	3/11/2022	O	3/10/2027
4600004268	SHOP ARCHITECTS LLP NEW YORK, NY 10279	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		N	N	13	5,000	0	0	3/4/2022	O	3/3/2027
4600004269	SBP ENGINEERING PC NEW YORK, NY 10018	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		N	N	13	5,000	0	0	3/4/2022	O	3/3/2027
4600004270	CLAIRE WEISZ ARCHITECTS LP WXY ARCHITECTURE AND URBAN DESIGN WXY ARCHITECTURE & URBAN DESIGN NEW YORK, NY 10007	REIMAGINE STATEWIDE DESIGN SERVICES	P	B		N	03	13	5,000	0	0	3/11/2022	O	3/10/2027
4600004271	K AND H ARCHITECTURAL AND ENGINEERING SERVICES LLC SERVICES LLC AMHERST, NY 14228	POWER STATION ENGINEERING	P	B		N	N	23	5,000	0	0	3/4/2022	C	10/31/2024
4600004272	CASSONE LEASING INC RONKONKOMA, NY 11779	TRAILER RENTAL	E	2	8	N	03	01	179,199	123,111	81,258	3/14/2022	O	8/30/2025
4600004273	PROCORE TECHNOLOGIES INC CARPINTERIA, CA 93013	SOFTWARE AND IMPLEMENTATION - PROCORE	I	B		N	N	18	2,496,088	2,492,591	640,000	3/18/2022	O	3/18/2027
4600004274	UMT 360 LLC BELLEVUE, WA 98004	SOFTWARE - UMT360	I	B		N	N	18	2,527,739	2,148,804	408,255	3/18/2022	O	3/18/2027
4600004275	SIEMENS ENERGY INC ORLANDO, FL 32826	CIRCUIT BREAKERS	E	B		F	N	02	5,000	0	0	1/6/2023	O	1/5/2033
4600004278	SOUTHERN STATES LLC HAMPTON, GA 30228	DISCONNECT SWITCHES FURNISH AND DELIVER	E	B		F	N	04	3,884,303	2,610,057	315,647	4/13/2022	O	4/12/2032
4600004279	GE GRID SOLUTIONS LLC GE GRID SOLUTIONS (US) LLC GE GRID SOLUTIONS (US) LLC CHARLEROI, PA 15022	DISCONNECT SWITCHES FURNISH AND DELIVER	E	B		F	N	04	2,690,002	2,677,734	932,974	4/13/2022	O	4/12/2032
4600004280	CRA INTERNATIONAL INC CHARLES RIVER ASSOCIATES CHARLES RIVER ASSOCIATES BOSTON, MA 02116	CONSULTING SERVICES	P	B		F	N	06	870,600	581,002	581,002	4/4/2022	O	4/3/2027
4600004281	DAYMARK ENERGY ADVISORS INC WORCESTER, MA 01608	CONSULTING SERVICES	P	B		F	N	06	5,000	0	0	4/4/2022	O	4/3/2027
4600004282	GUIDEHOUSE INC NEW YORK, NY 10017	CONSULTING SERVICES	P	B		N	N	06	165,075	162,087	0	4/4/2022	O	4/3/2027
4600004283	THE BRATTLE GROUP INC BOSTON, MA 02108	CONSULTING SERVICES	P	B		F	N	06	294,644	294,644	0	4/4/2022	O	4/3/2027
4600004284	MIDAL CABLES B.S.C.C ASKAR 00 BAHRAIN	TRANSMISSION LINE CONDUCTORS AND OHGW	E	B		F	N	04	9,174,834	9,174,834	4,020,014	5/13/2022	O	5/12/2032
4600004285	AECOM USA INC NEW YORK, NY 10004	ESTIMATOR SERVICES	P	B		N	N	11	20,783	20,783	0	4/4/2022	O	3/31/2027
4600004286	SOLAR ONE CEC STUYVESANT COVE INC CEC STUYVESANT COVE INC LONG ISLAND CITY, NY 11101	STEM EDUCATION	P	B		N	N	07	45,460	45,459	5,400	4/4/2022	C	3/31/2024
4600004287	SAMSARA INC SAN FRANCISCO, CA 94103	GPS TELEMATICS SERVICES	S	B		N	N	16	279,720	279,720	93,240	6/1/2022	O	6/1/2025
4600004288	BURNS AND MCDONNELL EGS P.C. KANSAS CITY, MO 64114	ESTIMATOR SERVICES	P	B		N	N	11	5,000	0	0	4/6/2022	O	3/31/2027
4600004289	CHA CONSULTING INC ALBANY, NY 12205	ESTIMATOR SERVICES	P	B		N	N	11	281,476	41,475	41,475	4/6/2022	O	3/31/2027
4600004290	JINGOLI POWER LLC LAWRENCEVILLE, NJ 08648	ESTIMATOR SERVICES	P	B		N	N	11	317,754	118,544	118,544	4/6/2022	O	3/31/2027
4600004291	TETRA TECH INC MAITLAND, FL 32751	ESTIMATOR SERVICES	P	B		N	N	11	64,887	64,762	64,762	4/6/2022	O	3/31/2027
4600004292	TOLL INTERNATIONAL LLC NEW YORK, NY 10023	ESTIMATOR SERVICES	P	B		N	04	11	5,000	0	0	4/6/2022	O	3/31/2027
4600004293	TROPHY POINT LLC BLASDELL, NY 14219	ESTIMATOR SERVICES	P	B		N	02	11	5,000	0	0	4/6/2022	O	3/31/2027
4600004294	WSP USA INC NEW YORK, NY 10119	ESTIMATOR SERVICES	P	B		N	N	11	135,449	135,449	0	4/6/2022	O	3/31/2027
4600004295	ALLIANCE TO SAVE ENERGY WASHINGTON, DC 20005	STEM EDUCATION	P	B		N	N	07	176,386	130,881	27,207	5/1/2022	C	4/30/2024
4600004296	ELIZABETH M GALLO WHYMAKER LLC WHYMAKER LLC BROOKLYN, NY 11207	STEM EDUCATION	P	B		N	03	07	402,900	352,895	96,388	4/6/2022	C	12/31/2024
4600004297	STEM KIDS NYC NORTH BERGEN, NJ 07047	STEM EDUCATION	P	B		N	N	07	5,832	5,832	0	4/6/2022	C	3/31/2024
4600004298	LINDE GAS AND EQUIPMENT INC FKA PRAXAIR DISTRIBUTION INC FKA PRAXAIR DISTRIBUTION INC DANBURY, CT 06810	CALIBRATED GASES	E	B		F	N	01	220,906	192,471	78,689	4/22/2022	O	4/21/2027
4600004301	WUNDERLICH-MALEC SERVICES INC EDEN PRAIRIE, MN 55343	CONTROL ENCLOSURES AND RELAY PANELS	E	B		F	N	04	28,740,752	23,776,286	8,399,231	4/27/2022	O	4/26/2032

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004302	MICHELS POWER INC M10 INC M10 INC BROWNSVILLE, WI 53006	TRANSMISSION LINES CONSTRUCTION SERVICES	C	B		F	N	09	288,193,386	258,822,373	98,591,904	5/25/2022	O	5/24/2028
4600004303	MARSH USA INC NEW YORK, NY 10036	ENTERPRISE RISK AND RESILIENCE CONSULTING SERVICES	P	B		N	N	12	100,000	99,995	11,195	2/1/2022	O	1/31/2027
4600004306	HITACHI ENERGY USA INC RALEIGH, NC 27606	INSTRUMENT TRANSFORMERS	E	B		F	N	04	3,078,412	2,961,929	450,509	5/25/2022	O	5/24/2032
4600004307	STARK TECH OPERATING COMPANY LLC STARK TECH STARK TECH TONAWANDA, NY 14150	IMPLEMENTATION CONTRACTORS FOR ENERGY SERVICES PROGRAM STATEWIDE	C	B		N	N	23	9,425,010	7,086,063	1,244,699	5/25/2022	O	12/10/2026
4600004308	ANRA TECHNOLOGIES INC CHANTILLY, VA 20152	SOFTWARE - MISSION MANAGEMENT	I	B		N	N	03	697,116	572,116	445,396	6/1/2022	O	5/31/2027
4600004309	ETAPRO LLC TOSHIBA AMERICA ENERGY SYSTEMS CORP TOSHIBA AMERICA ENERGY SYSTEMS CORP AMHERST, NY 14228	DIGITAL UTILITY STRATEGIC PARTNERSHIP	P	B		N	N	28	116,784	86,800	25,200	6/2/2022	O	12/31/2025
4600004310	CORPORATE COUNSELING ASSOCIATES INC NEW YORK, NY 10016	EMPLOYEE ASSISTANCE PROGRAM	P	B		N	N	03	300,000	120,400	52,460	9/1/2022	O	8/31/2027
4600004311	KAPSCH TRAFFICCOM USA INC DULUTH, GA 30097	3RD RAIL REMOTE HEATER RC MAINTENANCE	E	B		F	N	01	2,485,624	2,041,228	863,933	6/29/2022	O	6/28/2025
4600004312	DOBLE ENGINEERING CORP MARLBOROUGH, MA 01752	OIL TESTING AND SITE SERVICES	P	B		N	N	04	1,788,438	1,285,149	643,451	6/9/2022	O	6/8/2027
4600004315	GE GRID SOLUTIONS LLC GE GRID SOLUTIONS (US) LLC GE GRID SOLUTIONS (US) LLC CHARLEROI, PA 15022	SHUNT CAPACITOR BANKS FURNISH AND DELIVER	E	B		F	N	03	3,420,623	3,420,123	3,420,123	6/24/2022	O	6/23/2032
4600004316	NOVALIGHT TELECOM SUPPLY EIS INTERMEDIATE HOLDINGS LLC EIS INTERMEDIATE HOLDINGS LLC ATLANTA, GA 30339	CONNECTALL FIBER CABLE	E	2	8	F	N	06	85,945	89,194	0	7/1/2022	O	6/30/2025
4600004317	RIGHT PRICE COMPANIES TECHNOLOGY RIGHT PRICE COMPANIES INC RIGHT PRICE COMPANIES INC SYRACUSE, NY 13205	CONNECTALL FIBER CABLE	E	2	8	F	14	06	166,244	166,244	0	7/1/2022	O	6/30/2025
4600004318	GENUINE CABLE GROUP LLC EIS INTERMEDIATE HOLDINGS LLC EIS INTERMEDIATE HOLDINGS LLC CHICAGO, IL 60631	CONNECTALL FIBER CABLE	E	2	8	F	N	06	199,502	199,502	0	7/1/2022	O	6/30/2025
4600004319	MICHELS POWER INC M10 INC M10 INC BROWNSVILLE, WI 53006	SUBSTATION CONSTRUCTION SERVICES	C	B		F	N	05	133,085,546	113,251,794	70,371,745	8/23/2022	O	8/22/2027
4600004320	REEL COH INC BOISBRIAND QC CANADA	NGN 630 TON GANTRY CRANE REPLACEMENT	E	B		F	N	02	37,824,405	21,109,300	15,266,433	7/27/2022	O	7/26/2027
4600004321	BERNIER CARR AND ASSOCIATES ENGINEERS ARCHITECTS AND LAND SURVEYORS PC ARCHITECTS AND LAND SURVEYORS PC WATERTOWN, NY 13601	LICENSING CONSTRUCTION MANAGEMENT AND DESIGN SERVICES	P	B		N	N	04	1,159,000	815,050	269,536	8/1/2022	O	7/31/2027
4600004322	BIDCO MARINE GROUP INC BUFFALO, NY 14210	C VF FLASHBOARD PROJECT	C	B		N	N	03	819,104	637,684	161,326	8/1/2022	O	12/30/2027
4600004323	POPLI DESIGN GROUP POPLI ARCHITECTURE + ENGINEERING AND POPLI ARCHITECTURE + ENGINEERING & PENFIELD, NY 14526	CONSTRUCTION MANAGEMENT SERVICES	P	B		N	04	03	989,559	735,130	401,824	8/1/2022	O	7/31/2025
4600004324	TRENCH LTD SCARBOROUGH ON CANADA	INSTRUMENT TRANSFORMERS	E	B		F	N	04	573,237	573,237	573,237	7/26/2022	O	7/25/2032
4600004325	GRADIENT TREAU INC TREAU INC SAN FRANCISCO, CA 94110	NYCHA COLD CLIMATE HEAT PUMP INITIATIVE	E	B		F	N	06	188,800	94,400	94,400	8/1/2022	O	7/31/2029
4600004326	MIDEA AMERICA CORP PARSIPPANY, NJ 07054	NYCHA COLD CLIMATE HEAT PUMP INITIATIVE	E	B		F	N	06	73,100	73,100	73,100	8/1/2022	O	7/31/2029
4600004327	CAPITAL STEEL SERVICE LLC EWING, NJ 08638	SUBSTATION STRUCTURAL AND MISCELLANEOUS STEEL COMPONENTS	E	B		F	N	02	5,791,767	5,350,586	3,538,209	7/28/2022	O	7/27/2032
4600004328	RMS ENERGY CO INC LITTLE FALLS, MN 56345	ISO PHASE BUS REPLACEMENT	C	B		F	N	03	1,572,354	1,379,796	65,000	8/15/2022	O	8/14/2036
4600004329	WATTS ARCHITECTS AND ENGINEERS BUFFALO, NY 14203	ENVIRONMENTAL CONSULTING SERVICES	S	B		N	04	04	15,670	8,565	0	8/1/2022	O	7/31/2026
4600004330	COOPER POWER SYSTEMS LLC A BUSINESS SUBSIDIARY OF EATON A BUSINESS SUBSIDIARY OF EATON WAUKESHA, WI 53186	SURGE ARRESTERS	E	B		F	N	03	531,537	0	0	8/11/2022	O	8/10/2032
4600004332	TECTONIC ENGINEERING AND SURVEYING CONSULTANTS PC CONSULTANTS PC MOUNTAINVILLE, NY 10953	SPECIAL INSPECTIONS AND TESTING SERVICES	P	B		N	N	17	42,882	16,549	10,054	9/1/2022	O	8/31/2027
4600004333	AEIS LLC ATLAS EVALUATION AND INSPECTION ATLAS EVALUATION AND INSPECTION SOUTH PLAINFIELD, NJ 07080	SPECIAL INSPECTIONS AND TESTING SERVICES	P	B		N	07	17	6,170	6,170	0	9/1/2022	O	8/31/2027
4600004335	HITACHI ENERGY USA INC RALEIGH, NC 27606	SURGE ARRESTERS	E	B		F	N	03	16,607	5,761	0	11/8/2022	O	11/7/2032
4600004336	STUART C IRBY CO FULTON, NY 13069	TRANSMISSION HARDWARE-STOCK-OEM HUGHES BROTHERS	E	B		N	N	01	364,716	317,720	206,727	8/25/2022	O	8/24/2029
4600004337	MS ANALYTICAL LLC ORCHARD PARK, NY 14127	ENVIRONMENTAL CONSULTING SERVICES	S	B		N	N	04	94,266	45,215	19,242	8/1/2022	O	7/31/2026
4600004338	NETWORK MAPPING INC NM GROUP NM GROUP RENO, NV 89502	STATEWIDE LIDAR SURVEYING AND MAPPING	P	B		N	N	07	1,000,979	977,543	530,143	10/1/2022	O	9/30/2027
4600004339	ATLANTIC TESTING LABORATORIES LTD CANTON, NY 13617	SPECIAL INSPECTIONS AND TESTING SERVICES	P	B		N	03	17	1,001,005	504,381	380,628	9/1/2022	O	8/31/2027
4600004341	BUREAU VERITAS NORTH AMERICA INC SUNRISE, FL 33323	SPECIAL INSPECTIONS AND TESTING SERVICES	P	B		N	N	17	5,000	0	0	9/1/2022	O	8/31/2027

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004342	AIRGAS USA LLC DBA FOR AIRGAS INC DBA FOR AIRGAS INC RADNOR, PA 19087	GASES	E	B		N	N	02	31,021	28,203	17,149	9/23/2022	O	9/22/2027
4600004343	LINDE GAS AND EQUIPMENT INC FKA PRAXAIR DISTRIBUTION INC FKA PRAXAIR DISTRIBUTION INC DANBURY, CT 06810	GASES	E	B		N	N	02	201,361	190,007	65,972	9/23/2022	O	9/22/2027
4600004344	SIEMENS INDUSTRY INC MINNETONKA, MN 55305	MAINTENANCE - SCADA	I	B		N	N	02	2,502,867	1,251,434	625,717	9/19/2022	O	12/31/2027
4600004345	PREDATOR PEST CONTROL INC HOWARD BEACH, NY 11414	PEST CONTROL SERVICES	S	B		N	N	03	50,000	40,371	21,386	10/1/2022	O	9/30/2027
4600004348	LILYPAD EV LLC MARTINEZ, CA 94553	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	3/3/2023	O	9/28/2027
4600004349	IN-CHARGE ENERGY INC SANTA MONICA, CA 90401	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	3/3/2023	O	9/28/2027
4600004350	LIVINGSTON ENERGY GROUP LLC EVREDI INC EVREDI INC SCHENECTADY, NY 12308	EVSE IMPLEMENTATION SERVICES	E	B		N	N	43	5,000	0	0	9/29/2022	O	9/28/2027
4600004351	AECOM USA INC NEW YORK, NY 10004	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	9/29/2022	O	9/28/2027
4600004352	FLO SERVICES USA INC AUBURN HILLS, MI 48326	EVSE IMPLEMENTATION SERVICES	E	B		N	N	43	5,000	0	0	10/5/2022	O	9/28/2027
4600004353	VOLTREK LLC LAWRENCE, MA 01843	EVSE IMPLEMENTATION SERVICES	E	B		F	03	43	43,894	42,668	32,814	5/3/2023	O	9/28/2027
4600004354	EV CONNECT INC EL SEGUNDO, CA 90245	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	9/29/2022	O	9/28/2027
4600004355	ABM BUILDING SOLUTIONS LLC SUGAR LAND, TX 77478	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	9/29/2022	O	9/28/2027
4600004356	PLUG-IN STATIONS ONLINE LLC VALATIE, NY 12184	EVSE IMPLEMENTATION SERVICES	E	B		N	N	43	14,481,790	913,885	913,885	9/29/2022	O	9/28/2027
4600004358	BP PULSE FLEET NORTH AMERICA INC MOUNTAIN VIEW, CA 94043	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	2/23/2023	O	9/28/2027
4600004359	EVSE LLC ENFIELD, CT 06082	EVSE IMPLEMENTATIION SERVICES	E	B		F	N	43	5,000	0	0	2/27/2023	O	9/28/2027
4600004360	NUVVE HOLDING CORP SAN DIEGO, CA 92106	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	3/8/2023	O	9/28/2027
4600004364	CHARGEPOINT INC CAMPBELL, CA 95008	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	2/25/2023	O	9/28/2027
4600004366	SOLAR LIBERTY ENERGY SYSTEMS INC BUFFALO, NY 14221	EVSE IMPLEMENTATION SERVICES	E	B		N	N	43	5,000	0	0	3/9/2023	O	9/28/2027
4600004367	VERDEK LLC MONROE, CT 06468	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	547,573	0	0	9/29/2022	O	9/28/2027
4600004368	GUTH DECONZO CONSULTING ENGINEERS PC PC NEW YORK, NY 10001	EVSE IMPLEMENTATION SERVICES	E	B		N	N	43	5,000	0	0	9/29/2022	O	9/28/2027
4600004369	ELECTRIFY AMERICA LLC RESTON, VA 20190	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	51,144,434	12,018,742	8,571,079	9/29/2022	O	9/28/2027
4600004370	MAVERICK CONSTRUCTION CORPORATION BOSTON, MA 02136	EVSE IMPLEMENTATION SERVICES	E	B		N	N	43	2,959,950	431,321	431,321	9/29/2022	O	9/28/2027
4600004371	INF ASSOCIATES LLC FISHKILL, NY 12524	EVSE IMPLEMENTATION SERVICES	E	B		N	N	43	3,836,046	557,716	557,716	9/29/2022	O	9/28/2027
4600004372	J A LEE ELECTRIC SERVICES LLC EAST HANOVER, NJ 07936	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	9/29/2022	O	9/28/2027
4600004373	ENGIE SERVICES US INC OVERLAND PARK, KS 66213	EVSE IMPLEMENTATION SERVICES	E	B		F	N	43	5,000	0	0	9/29/2022	O	9/28/2027
4600004374	ERNST AND YOUNG LLP NEW YORK, NY 10001	SOFTWARE	P	B		N	N	09	1,723,700	1,060,921	197,548	10/24/2022	C	10/22/2024
4600004377	COOPER POWER SYSTEMS LLC A BUSINESS SUBSIDIARY OF EATON A BUSINESS SUBSIDIARY OF EATON WAUKESHA, WI 53186	SHUNT CAPACITOR BANKS FURNISH AND DELIVER	E	B		F	N	03	5,000	0	0	10/19/2022	O	10/18/2032
4600004378	GEI CONSULTANTS INC PC WOBURN, MA 01801	FERC 8TH PART 12 INSPECTION CAR	P	B		N	N	04	423,500	307,449	213,273	11/1/2022	O	10/31/2027
4600004379	FERGUSON ELECTRIC INC BUFFALO, NY 14203	SWITCHYARD CONSTRUCTION SERVICES	C	B		N	N	01	32,942,055	13,673,781	4,938,170	1/1/2023	O	12/31/2027
4600004380	THE VANALLEN GROUP INC PEACHTREE CITY, GA 30269	HELICOPTER AVIATION AUDIT SERVICES	P	B		F	N	03	75,000	36,050	0	11/7/2022	O	11/6/2027
4600004381	DAVINCISKY ENGINEERING AND MANAGEME LLC LLC SCOTTSDALE, AZ 85260	HELICOPTER AVIATION AUDIT SERVICES	P	B		F	N	03	52,500	37,500	11,500	11/7/2022	O	11/6/2027
4600004382	MILLER AEROSPACE COMPANY LLC MAC AIR MAC AIR BURLINGTON, NC 27215	HELICOPTER AVIATION AUDIT SERVICES	P	B		F	N	03	48,500	46,150	25,716	12/19/2022	O	12/18/2027
4600004383	PLATTS (S AND P GLOBAL PLATTS) DBA FOR S AND P GLOBAL INC DBA FOR S & P GLOBAL INC NEW YORK, NY 10121	GLOBAL PLATTS DATA SUBSCRIPTION	E	B		F	N	01	2,693,000	2,688,288	942,000	11/13/2022	O	11/12/2025
4600004384	UNLIMITED TECHNOLOGY INC HERNDON, VA 20170	SECURITY MAINTENANCE SERVICE	S	B		N	N	05	2,053,032	859,536	558,323	11/12/2022	O	11/11/2027
4600004385	VANFRETTI CONSULTING LLC TROY, NY 12180	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	450,000	303,900	162,400	11/16/2022	O	11/15/2027
4600004386	ELECTRIC POWER RESEARCH INSTITUTE EPRI EPRI PALO ALTO, CA 94304	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	5,000	0	0	11/16/2022	O	11/15/2027
4600004388	9327-6806 QUEBEC INC PGSTECH PGSTECH MONTREAL PQ CANADA	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	1,497,627	382,360	382,360	11/15/2022	O	11/14/2027
4600004389	KINECTRICS AES INC NAPERVILLE, IL 60563	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	5,000	0	0	11/15/2022	O	11/14/2027
4600004390	OPAL-RT TECHNOLOGIES INC MONTREAL QC CANADA	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	5,000	0	0	11/15/2022	O	11/14/2027

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004391	POWER-TEK GLOBAL INC MISSISSAUGA ON CANADA	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	5,000	0	0	11/15/2022	O	11/14/2027
4600004392	PSM CONSULTING INC GUILDERLAND, NY 12084	AGILE LAB SUPPORT SERVICES	A	B		N	04	09	101,040	0	0	11/15/2022	O	11/14/2027
4600004393	RIGHT ANALYTICS LLC SAMAN BABAEI SAMAN BABAEI STUDIO CITY, CA 91604	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	76,152	76,152	0	11/15/2022	O	11/14/2027
4600004394	SIEMENS INDUSTRY INC MINNETONKA, MN 55305	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	5,000	0	0	11/15/2022	O	11/14/2027
4600004395	UTILITY AUTOMATION SOLUTIONS LLC DUBLIN, OH 43017	AGILE LAB SUPPORT SERVICES	A	B		N	N	09	165,000	0	0	11/15/2022	O	11/14/2027
4600004396	CASELLA WASTE MNGMNT OF NY INC DBA NORTHERN SANITATION INC DBA NORTHERN SANITATION INC PLATTSBURGH, NY 12901	PLATTSBURGH SUB REFUSE SERVICES	E	C	5	N	N	01	24,271	14,179	7,054	2/15/2023	O	2/14/2028
4600004397	CHA CONSULTING INC ALBANY, NY 12205	CONSTRUCTION MANAGEMENT SUPPORT	P	B		N	N	09	350,000	309,113	133,727	1/1/2023	O	12/31/2025
4600004398	JINGOLI POWER LLC LAWRENCEVILLE, NJ 08648	CONSTRUCTION MANAGEMENT SUPPORT	P	B		N	N	09	8,100,000	6,609,478	4,478,727	1/1/2023	O	12/31/2025
4600004399	AECOM USA INC NEW YORK, NY 10004	SAFETY SUPPORT - PROGRAM PROJECT MANAGEMENT	P	B		N	N	05	1,700,680	1,563,361	1,312,186	1/1/2023	O	12/31/2025
4600004400	JINGOLI POWER LLC LAWRENCEVILLE, NJ 08648	SAFETY SUPPORT - PROGRAM PROJECT MANAGEMENT	P	B		N	N	05	5,000	0	0	1/1/2023	O	12/31/2025
4600004401	AECOM USA INC NEW YORK, NY 10004	TRANSMISSION ROW CONSULTING SERVICES	P	B		N	N	02	1,700,000	447,055	217,101	1/1/2023	O	12/31/2027
4600004402	TRC ENGINEERS INC LIVERPOOL, NY 13088	TRANSMISSION ROW CONSULTING SERVICES	P	B		N	N	02	1,388,653	154,418	154,418	1/1/2023	O	12/31/2027
4600004403	GEI CONSULTANTS INC PC WOBURN, MA 01801	PART 12 FERC DAM SAFETY INSPECTION	P	B		N	N	05	99,000	98,710	54,060	1/3/2023	O	12/31/2027
4600004404	MICHELS POWER INC M10 INC M10 INC BROWNSVILLE, WI 53006	SUBSTATION SUPPORT SERVICES	C	B		F	N	05	8,544,148	5,044,148	5,044,148	2/20/2023	O	2/19/2033
4600004405	KIEWIT POWER CONSTRUCTORS CO OMAHA, NE 68102	SUBSTATION SUPPORT SERVICES	C	B		F	N	05	143,644	0	0	2/20/2023	O	2/19/2033
4600004406	M J ELECTRIC LLC QSI INC QSI INC IRON MOUNTAIN, MI 49801	SUBSTATION SUPPORT SERVICES	C	B		F	N	05	5,000	0	0	2/20/2023	O	2/19/2033
4600004407	HENKELS AND MCCOY INC BLUE BELL, PA 19422	SUBSTATION SUPPORT SERVICES	C	B		F	N	05	5,604,327	2,861,816	2,861,816	2/20/2023	O	2/19/2033
4600004408	PARKER HANNIFIN CORPORATION GAS TURBINE FILTRATION DIVISION GAS TURBINE FILTRATION DIVISION OVERLAND PARK, KS 66211	INLET AIR FILTERS	E	B		F	N	01	241,476	234,916	12,148	1/30/2023	C	2/19/2024
4600004409	PROACTIVITY FITNESS PHYSICAL THERAPY ASSOCIATES PC THERAPY ASSOCIATES PC LEBANON, NJ 08833	OCCUPATIONAL THERAPY SERVICES	P	B		F	N	03	5,000	0	0	2/13/2023	O	2/12/2028
4600004410	BRIOTIX HEALTH, LIMITED PARTNERSHIP CENTENNIAL, CO 80112	OCCUPATIONAL THERAPY SERVICES	P	B		F	N	03	5,000	0	0	2/13/2023	O	2/12/2028
4600004411	VMJR COMPANIES LLC GLENS FALLS, NY 12801	CRESCENT VISCHER FERRY FACADE REPAIR PROJECT WITH A COMPLETION DATE WITHIN 3 YEARS	C	B		N	N	04	4,065,954	834,513	834,513	2/9/2023	O	7/31/2025
4600004412	SCULLY CONSTRUCTION LLC WHITE PLAINS, NY 10603	ON-CALL GENERAL CONTRACTOR SERVICES	C	B		N	N	03	3,597,652	1,598,656	1,415,464	2/27/2023	O	2/28/2028
4600004413	DEBORAH BRADLEY CONSTRUCTION AND MANAGEMENT SERVICES INC & MANAGEMENT SERVICES INC NEW YORK, NY 10027	ON-CALL GENERAL CONTRACTOR SERVICES	C	B		N	03	03	1,000,000	0	0	2/27/2023	O	2/28/2028
4600004414	ATLAS ATC ENGINEERING INC AVENEL, NJ 07001	SPECIAL INSPECTIONS AND TESTING SERVICES	P	B		N	N	17	5,000	0	0	2/28/2023	O	8/31/2027
4600004417	SEDIVER USA WEST MEMPHIS, AR 72301	INSULATOR AGREEMENT	E	B		F	N	07	3,019,819	1,126,856	107,144	3/15/2023	O	3/14/2031
4600004418	ASC INC TULSA, OK 74132	SUBSTATION STRUCTURAL AND MISCELLANEOUS STEEL	E	B		F	N	02	5,000	0	0	3/3/2023	O	3/2/2032
4600004419	COGENT INFOTECH CORPORATION PITTSBURGH, PA 15241	PERMANENT STAFFING SERVICES	P	B		F	N	29	5,000	0	0	4/1/2023	O	3/31/2028
4600004420	CROSSFIRE CONSULTING CORP YORKTOWN HEIGHTS, NY 10598	PERMANENT STAFFING SERVICES	P	B		F	03	29	5,000	0	0	4/1/2023	O	3/31/2028
4600004421	ECLARO INTERNATIONAL INC NEW YORK, NY 10123	PERMANENT STAFFING SERVICES	P	B		N	04	29	5,000	0	0	4/1/2023	O	3/31/2028
4600004422	ENTERPRISE SOLUTIONS INC NAPERVILLE, IL 60563	PERMANENT STAFFING SERVICES	P	B		F	N	29	23,250	23,250	23,250	4/1/2023	O	3/31/2028
4600004423	LANCESOFT INC HERNDON, VA 20171	PERMANENT STAFFING SERVICES	P	B		F	N	29	22,500	22,500	22,500	4/1/2023	O	3/31/2028
4600004424	LIGHTHOUSE PLACEMENT SERVICES INC LIGHTHOUSE PROFESSIONAL LIGHTHOUSE PROFESSIONAL SHELTON, CT 06484	PERMANENT STAFFING SERVICES	P	B		F	N	29	25,000	25,000	25,000	4/1/2023	O	3/31/2028
4600004425	ROTATOR STAFFING SERVICES INC MONTCO INC MONTCO INC E BRUNSWICK, NJ 08816	PERMANENT STAFFING SERVICES	P	B		F	N	29	5,000	0	0	4/1/2023	O	3/31/2028
4600004426	US TECH SOLUTIONS INC JERSEY CITY, NJ 07302	PERMANENT STAFFING SERVICES	P	B		F	N	29	5,000	0	0	4/1/2023	O	3/31/2028
4600004427	HILLTOP SECURITIES INC DALLAS, TX 75201	TREASURY-FINANCIAL ADVISORY SERVICES	P	B		N	N	09	400,000	332,500	281,350	1/3/2023	O	12/31/2026
4600004428	SARAT FORD SALES INC AGAWAM, MA 01001	FLEET VEHICLES	E	B		F	N	07	2,955,918	2,309,557	1,724,113	4/3/2023	O	4/2/2027
4600004429	DELOITTE CONSULTING LLP NEW YORK, NY 10112	ORGANIZATIONAL CHANGE MANAGEMENT SERVICES	P	B		N	N	08	5,000	0	0	4/3/2023	O	4/2/2028
4600004430	SHEEHY FORD LLC SHEEHY FORD OF WARRENTON SHEEHY FORD OF WARRENTON WARRENTON, VA 20187	FLEET VEHICLES	E	B		F	N	07	1,770,551	1,685,307	1,510,471	4/3/2023	O	4/2/2027
4600004431	NYE FORD ONIEDA ANY AM LLC ONIEDA ANY AM LLC ONEIDA, NY 13421	FLEET VEHICLES	E	B		N	N	07	35,854	35,854	35,854	4/3/2023	O	4/2/2027

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004432	MASTROVITO HYUNDAI MASTROVITO AUTO GROUP INC MASTROVITO AUTO GROUP INC YORKVILLE, NY 13495	FLEET VEHICLES	E	B		N	N	07	1,828,231	1,827,556	1,269,240	4/3/2023	O	4/2/2027
4600004433	GUIDEHOUSE INC NEW YORK, NY 10017	ORGANIZATIONAL CHANGE MANAGEMENT SERVICES	P	B		N	N	08	249,482	249,482	249,482	4/3/2023	O	4/2/2028
4600004434	LITHIA OF UTICA-2 LLC DON'S FORD / DON'S FORD SUPERSTORE DON'S FORD / DON'S FORD SUPERSTORE UTICA, NY 13502	FLEET VEHICLES	E	B		N	N	07	935,020	934,869	851,866	4/3/2023	O	4/2/2027
4600004435	GLOBAL LEASE GROUP INC WALTHAM, MA 02451	FLEET VEHICLES	E	B		F	N	07	1,654,132	726,574	691,239	4/3/2023	O	4/2/2027
4600004436	PA CONSULTING GROUP INC NEW YORK, NY 10174	ORGANIZATIONAL CHANGE MANAGEMENT SERVICES	P	B		N	N	08	5,000	0	0	4/3/2023	O	4/2/2028
4600004437	CORE ENVIRONMENTAL CONSULTANTS INC BUFFALO, NY 14221	SAMPLING SERVICES	S	B		N	03	05	287,219	177,223	98,543	4/1/2023	O	3/31/2028
4600004438	CHAMPION PAINTING SPECIALTY SERVICES CO SERVICES CO FORT LAUDERDALE, FL 33315	SAMPLING SERVICES	S	B		N	04	05	92,089	89,129	86,169	4/1/2023	O	3/31/2028
4600004439	NATIONAL VACUUM ENVIRONMENTAL SERVICES CORP SERVICES CORP SANBORN, NY 14132	INDUSTRIAL AND ENVIRONMENTAL CLEANING	S	B		N	N	02	1,412,268	962,945	632,584	4/1/2023	O	3/31/2027
4600004440	DELOITTE AND TOUCHE LLP HERMITAGE, TN 37076	INTERNAL AUDIT CO SOURCE AND PROFESSIONAL SERVICES	P	B		N	N	03	6,149,000	3,635,685	2,304,932	4/1/2023	O	3/31/2028
4600004442	GRANITE POWER INC CHICAGO, IL 60607	SPC TRANSMISSION LINE MATERIAL YARD MANAGEMENT	C	B		F	N	04	3,373,679	2,515,751	2,515,751	4/11/2023	O	4/10/2026
4600004443	BRIOTIX HEALTH, LIMITED PARTNERSHIP CENTENNIAL, CO 80112	ERGONOMIC EVALUATION SERVICES FOR AND NYSCC	P	B		F	N	04	11,509	550	550	4/13/2023	O	4/12/2028
4600004444	PROACTIVITY FITNESS PHYSICAL THERAPY ASSOCIATES PC THERAPY ASSOCIATES PC LEBANON, NJ 08833	ERGONOMIC EVALUATION SERVICES FOR AND NYSCC	P	B		F	N	04	613,491	218,941	210,272	4/13/2023	O	4/12/2028
4600004445	GOTHAM REFINING CHEMICAL CORP ASTORIA, NY 11103	COOLING TOWER SERVICE AND MAINTENANCE	S	B		N	N	03	1,047,210	568,560	372,534	5/22/2023	O	5/21/2028
4600004446	22ND CENTURY TECHNOLOGIES INC SOMERSET, NJ 08873	DRAFTING AND DESIGN STAFF	P	B		N	N	22	5,000	0	0	5/2/2023	O	4/30/2028
4600004447	ALLIED RESOURCES TECHNICAL CONSULTANTS INC CONSULTANTS INC EXTON, PA 19341	DRAFTING AND DESIGN STAFF	P	B		N	N	22	5,000	0	0	5/3/2023	O	4/30/2028
4600004448	INFOJINI INC COLUMBIA, MD 21046	DRAFTING AND DESIGN STAFF	P	B		N	04	22	5,000	0	0	5/3/2023	O	4/30/2028
4600004449	L J GONZER ASSOCIATES CRANFORD, NJ 07016	DRAFTING AND DESIGN STAFF	P	B		N	N	22	5,000	0	0	5/3/2023	O	4/30/2028
4600004450	ROTATOR STAFFING SERVICES INC MONTCO INC MONTCO INC E BRUNSWICK, NJ 08816	DRAFTING AND DESIGN STAFF	P	B		N	N	22	5,000	0	0	5/3/2023	O	4/30/2028
4600004453	GOMEZ AND SULLIVAN ENGINEERS DPC NEW HARTFORD, NY 13413	LICENSING AND ENVIRONMENTAL SERVICES	A	B		N	N	07	1,675,442	386,866	239,313	6/1/2023	O	5/31/2028
4600004454	BERGMANN ASSOC ARCHITECTS ENGINEERS LANDSCAPE ARCHITECTSANDSURVEYORS DPC LANDSCAPE ARCHITECTS&SURVEYORS DPC ROCHESTER, NY 14604	LICENSING AND ENVIRONMENTAL SERVICES	A	B		N	N	07	5,000	0	0	6/1/2023	O	5/31/2028
4600004455	KLEINSCHMIDT ASSOCIATES PA PC PITTSFIELD, ME 04967	LICENSING AND ENVIRONMENTAL SERVICES	A	B		N	N	07	1,673,897	918,163	806,156	6/1/2023	O	5/31/2028
4600004456	HENNINGSON DURHAM AND RICHARDSON ARCHITECTURE AND ENGINEERING PC ARCHITECTURE AND ENGINEERING PC WHITE PLAINS, NY 10604	LICENSING AND ENVIRONMENTAL SERVICES	A	B		N	N	07	5,000	0	0	6/1/2023	O	5/31/2028
4600004457	WSP USA INC NEW YORK, NY 10119	LICENSING AND ENVIRONMENTAL SERVICES	A	B		N	N	07	5,000	0	0	6/1/2023	O	5/31/2028
4600004458	TRC ENGINEERS INC LIVERPOOL, NY 13088	PROJECT DEVELOPMENT AND LICENSING SERVICES	A	B		N	N	12	180,115	2,253	2,253	6/1/2023	O	5/31/2028
4600004459	POWER ENGINEERS CONSULTING PC A PROFESSIONAL SERVICE CORP A PROFESSIONAL SERVICE CORP HAILEY, ID 83333	PROJECT DEVELOPMENT AND LICENSING SERVICES	A	B		N	N	12	5,000	0	0	6/1/2023	O	5/31/2028
4600004460	STANTEC CONSULTING SERVICES INC ROCHESTER, NY 14614	PROJECT DEVELOPMENT AND LICENSING SERVICES	A	B		N	N	12	5,000	0	0	6/1/2023	O	5/31/2028
4600004461	WL CONCEPTS AND PRODUCTION INC FREEPORT, NY 11520	CORPORATE EVENT DISPLAYS AND SERVICES	E	B		N	02	01	3,113,125	3,068,428	1,506,962	6/1/2023	O	5/31/2028
4600004462	MOTT MACDONALD NY INC ISELIN, NJ 08830	PROJECT DEVELOPMENT AND LICENSING SERVICES	A	B		N	N	12	5,000	0	0	6/1/2023	O	5/31/2028
4600004463	WSP USA INC NEW YORK, NY 10119	PROJECT DEVELOPMENT AND LICENSING SERVICES	A	B		N	N	12	2,016,158	902,942	902,942	6/1/2023	O	5/31/2028
4600004464	CITY ARCHITECTURE D.P.C. INTERBORO PARTNERS INTERBORO PARTNERS BROOKLYN, NY 11201	REIMAGINE THE CANALS STATEWIDE DESIGN SERVICES	P	B		N	N	13	762,287	204,336	204,336	6/8/2023	O	3/3/2027
4600004466	ECHELON DISTRIBUTION LLC AUBURN, CA 95603	ELECTRICAL CONSUMABLES AND EQUIPMENT	E	B		F	02	04	867,681	791,013	678,452	6/6/2023	O	6/5/2027
4600004467	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	ELECTRICAL CONSUMABLES AND EQUIPMENT	E	B		N	02	04	1,071,406	858,193	684,838	6/6/2023	O	6/5/2027
4600004468	LIFELINE ENERGY SOLUTIONS INC BRONX, NY 10474	DIESEL ENGINE REPAIR AND MAINTENANCE	S	B		N	N	03	118,739	109,900	105,733	6/5/2023	O	6/4/2028
4600004469	FOLEY INCORPORATED PISCATAWAY, NJ 08854	DIESEL ENGINE REPAIR AND MAINTENANCE	S	B		N	N	03	314,684	44,720	43,670	6/5/2023	O	6/4/2028
4600004470	GARTNER INC STAMFORD, CT 06902	NEXTGEN ERP PLATFORM READINESS ASSESSMENT	P	B		N	N	08	6,022,128	2,989,053	2,190,739	6/9/2023	O	6/8/2028

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004472	LND TECHNICAL SERVICES LLC HOUSTON, TX 77024	SUBSTATION TESTING AND COMMISSIONING	A	B		N	N	05	5,000	0	0	6/15/2023	O	6/14/2028
4600004473	ITRON INC LIBERTY LAKE, WA 99019	MAINTENANCE - MV90	I	2	8	F	N	01	213,790	160,461	160,461	6/27/2023	O	6/26/2028
4600004474	COLDEN CORPORATION BLUE BELL, PA 19422	INDUSTRIAL HYGIENE AND OCCUPATIONAL HEALTH SAFETY SERVICES	P	B		N	N	07	142,198	15,227	15,227	7/1/2023	O	6/30/2028
4600004475	SIEMENS INDUSTRY INC MINNETONKA, MN 55305	SOFTWARE - SCADA	I	B		N	N	01	2,008,320	1,417,287	1,217,644	6/29/2023	O	6/30/2028
4600004476	TRC ENGINEERS INC LIVERPOOL, NY 13088	INDUSTRIAL HYGIENE AND OCCUPATIONAL HEALTH SAFETY SERVICES	P	B		N	N	07	23,453	2,593	2,593	7/12/2023	O	7/11/2028
4600004477	SAFETY MANAGEMENT GROUP LLC SMG GROUP PARENT LLC SMG GROUP PARENT LLC INDIANAPOLIS, IN 46240	INDUSTRIAL HYGIENE AND OCCUPATIONAL HEALTH SAFETY SERVICES	P	B		N	N	07	209,750	51,964	51,964	7/25/2023	O	7/24/2028
4600004478	KLEINSCHMIDT ASSOCIATES PA PC PITTSFIELD, ME 04967	WATERWAY INFRASTRUCTURE ENGINEERING	A	B		N	N	13	2,221,319	890,283	561,670	8/1/2023	O	7/31/2028
4600004479	HENNINGSON DURHAM AND RICHARDSON ARCHITECTURE AND ENGINEERING PC ARCHITECTURE AND ENGINEERING PC WHITE PLAINS, NY 10604	WATERWAY INFRASTRUCTURE ENGINEERING	A	B		N	N	13	3,494,012	823,519	733,583	8/1/2023	O	7/31/2028
4600004480	SCHNABEL-LACHEL ENGINEERING PC DBA SCHNABEL ENGINEERING OF DBA SCHNABEL ENGINEERING OF CLIFTON PARK, NY 12065	WATERWAY INFRASTRUCTURE ENGINEERING	A	B		N	N	13	3,756,850	1,194,861	1,131,545	8/1/2023	O	7/31/2028
4600004481	RTS RELIABILITY TESTING SERVICES LLC LLC MARIETTA, GA 30062	CONDITION MONITORING AND PREDICTIVE MAINTENANCE DIAGNOSTIC SERVICES	E	B		F	N	01	156,450	140,411	140,411	8/8/2023	O	8/7/2028
4600004482	GEI CONSULTANTS INC PC WOBURN, MA 01801	12TH FERC PART 12D STL-FDR COMPREHENSIVE ASSESSMENT (CA)	A	B		N	N	02	848,270	517,239	517,239	8/15/2023	O	8/14/2029
4600004483	TSI TURTLE SERVICES LLC CLARK, NJ 07066	AIR EMMISSIONS SUPPORT	A	B		N	N	06	421,398	231,250	169,583	8/15/2023	O	8/14/2028
4600004484	HMW INNOVATE LLC DBA GIANT INNOVATION DBA GIANT INNOVATION NEW YORK, NY 10017	TRAINING SERVICES	P	B		N	N	17	74,300	13,500	13,500	8/15/2023	O	8/14/2028
4600004485	ADVANTAGE PERFORMANCE GROUP INC SAN RAFAEL, CA 94903	TRAINING SERVICES	P	B		F	N	17	84,000	66,914	42,414	8/15/2023	O	8/14/2028
4600004486	COGNATA TECHNOLOGIES LLC CHICAGO, IL 60606	TRAINING SERVICES	P	B		F	N	17	22,550	18,450	18,450	8/15/2023	O	8/14/2028
4600004487	DASH TRAINING PARTNERS INC DALE CARNEGIE TRAINING DALE CARNEGIE TRAINING WEST ORANGE, NJ 07052	TRAINING SERVICES	P	B		F	N	17	107,760	85,210	76,710	8/15/2023	O	8/14/2028
4600004488	KJR CONSULTING LLC FRAMINGHAM, MA 01701	TRAINING SERVICES	P	B		F	N	17	112,000	106,385	106,385	8/15/2023	O	8/14/2028
4600004489	IGNITION COACHING LLC KULVINDER KAUR JASWAL KULVINDER KAUR JASWAL SAN DIEGO, CA 92107	TRAINING SERVICES	P	B		N	07	17	81,000	77,795	77,795	8/15/2023	O	8/14/2028
4600004490	MIND GYM USA INC NEW YORK, NY 10016	TRAINING SERVICES	P	B		N	N	17	5,000	0	0	8/15/2023	O	8/14/2028
4600004491	NEUROLEADERSHIP INSTITUTE INC NEW YORK, NY 10022	TRAINING SERVICES	P	B		N	N	17	5,000	0	0	8/15/2023	O	8/14/2028
4600004494	CIRCUIT BREAKER SALES NE LLC SEYMOUR, CT 06483	MEDIUM BREAKER MAINTENANCE SERVICE PARTS REPAIR	S	B		N	N	03	83,165	83,298	83,298	11/6/2023	O	11/5/2028
4600004495	AECOM USA INC NEW YORK, NY 10004	WATERWAY INFRASTRUCTURE ENGINEERING	A	B		N	N	13	5,000	0	0	8/1/2023	O	7/31/2028
4600004496	GEI CONSULTANTS INC PC WOBURN, MA 01801	WATERWAY INFRASTRUCTURE ENGINEERING	A	B		N	N	13	389,706	0	0	8/1/2023	O	7/31/2028
4600004497	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	WATERWAY INFRASTRUCTURE ENGINEERING	A	B		N	N	13	5,000	0	0	8/1/2023	O	7/31/2028
4600004498	STANTEC CONSULTING SERVICES INC ROCHESTER, NY 14614	WATERWAY INFRASTRUCTURE ENGINEERING	A	B		N	N	13	5,000	0	0	8/1/2023	O	7/31/2028
4600004499	WSP USA INC NEW YORK, NY 10119	WATERWAY INFRASTRUCTURE ENGINEERING	A	B		N	N	13	5,000	0	0	8/1/2023	O	7/31/2028
4600004501	RESA POWER LLC SHELTON, CT 06484	MEDIUM BREAKER MAINTENANCE SERVICE PARTS REPAIR	S	B		N	N	03	350,796	351,178	351,178	11/6/2023	O	11/5/2028
4600004502	POWELL ELECTRICAL SYSTEMS INC HOUSTON, TX 77075	MEDIUM BREAKER MAINTENANCE SERVICE PARTS REPAIR	S	B		N	N	03	5,000	0	0	11/6/2023	O	11/5/2028
4600004504	AMERICAN FOOD AND VENDING AMERICAN DINING CREATIONS AMERICAN DINING CREATIONS LIVERPOOL, NY 13088	CAFETERIA SERVICES	S	B		N	N	02	500,968	492,034	370,796	10/1/2023	O	9/30/2026
4600004505	COLLIERS ENGINEERING AND DESIGN ARCHITECTURE, LANDSCAPE ARCH ARCHITECTURE, LANDSCAPE ARCH HOLMDEL, NJ 07733	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	5,000	0	0	10/1/2023	O	9/30/2028
4600004506	GEI CONSULTANTS INC PC WOBURN, MA 01801	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	5,000	0	0	10/1/2023	O	9/30/2028
4600004507	GOMEZ AND SULLIVAN ENGINEERS DPC NEW HARTFORD, NY 13413	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	5,000	0	0	10/1/2023	O	9/30/2028
4600004508	GZA GEOENVIRONMENTAL OF NEW YORK NORWOOD, MA 02062	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	329,137	81,979	81,979	10/1/2023	O	9/30/2028
4600004509	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	165,800	119,863	119,863	10/1/2023	O	9/30/2028

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004510	KLEINSCHMIDT ASSOCIATES PA PC PITTSFIELD, ME 04967	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	405,300	0	0	10/1/2023	O	9/30/2028
4600004511	LANGAN ENGINEERING, ENVIRONMENTAL SURVEYING, LANDSCAPE ARCHITECTURE SURVEYING, LANDSCAPE ARCHITECTURE PARSIPPANY, NJ 07054	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	295,500	0	0	10/1/2023	O	9/30/2028
4600004512	POWER DELIVERY CONSULTANTS INC DEEP RIVER, CT 06417	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	04	18	133,136	75,491	75,491	10/1/2023	O	9/30/2028
4600004513	SCHNABEL-LACHEL ENGINEERING PC DBA SCHNABEL ENGINEERING OF DBA SCHNABEL ENGINEERING OF CLIFTON PARK, NY 12065	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	68,070	0	0	10/1/2023	O	9/30/2028
4600004514	WSP USA INC NEW YORK, NY 10119	GEOTECHNICAL AND UNDERGROUND ENGINEERING	A	B		N	N	18	130,500	0	0	10/1/2023	O	9/30/2028
4600004515	VOITH HYDRO INC YORK, PA 17408	NGN GOVERNOR OIL PUMP REPLACEMENT	E	B		F	N	02	1,870,427	1,247,841	1,247,841	10/2/2023	O	10/1/2036
4600004516	AIRTEK ENVIRONMENTAL CORP LONG ISLAND CITY, NY 11101	ASBESTOS AND LEAD MANAGEMENT SERVICES	A	B		N	N	08	228,124	25,607	25,607	10/1/2023	O	9/29/2028
4600004517	CHA CONSULTING INC ALBANY, NY 12205	ASBESTOS AND LEAD MANAGEMENT SERVICES	A	B		N	N	08	313,000	128,621	128,621	10/1/2023	O	9/29/2028
4600004518	KAM CONSULTANTS CORP LONG ISLAND CITY, NY 11106	ASBESTOS AND LEAD MANAGEMENT SERVICES	A	B		N	N	08	153,503	96,974	96,974	9/29/2023	O	9/28/2028
4600004519	LU ENGINEERS ROCHESTER, NY 14604	ASBESTOS AND LEAD MANAGEMENT SERVICES	A	B		N	04	08	156,497	32,976	32,976	9/29/2023	O	9/28/2028
4600004520	TRC ENGINEERS INC LIVERPOOL, NY 13088	ASBESTOS AND LEAD MANAGEMENT SERVICES	A	B		N	N	08	572,152	233,622	233,622	10/1/2023	O	9/29/2028
4600004521	CT MALE ASSOC ENGINEERING SURVEY ARCHITECT AND LANDSCAPE ARCHITECT DPC ARCHITECT & LANDSCAPE ARCHITECT DPC LATHAM, NY 12110	REGIONAL SURVEYING AND MAPPING SERVICES	A	B		N	N	21	342,873	172,408	172,408	11/1/2023	O	10/31/2028
4600004522	MFS CONSULTING ENGINEERS AND SURVEYOR DPC SURVEYOR DPC SOUTH PLAINFIELD, NJ 07080	REGIONAL SURVEYING AND MAPPING SERVICES	A	B		N	N	21	75,648	31,634	31,634	11/1/2023	O	10/31/2028
4600004523	GE VERNOVA INTERNATIONAL LLC FKA GENERAL ELECTRIC INTERNATIONAL FKA GENERAL ELECTRIC INTERNATIONAL NORTH BERGEN, NJ 07047	TRANSMISSION PLANNING AND GRID ENHANCEMENT	A	B		N	N	23	1,020,000	289,625	289,625	10/1/2023	O	9/29/2028
4600004524	TRC ENGINEERS INC LIVERPOOL, NY 13088	TRANSMISSION PLANNING AND GRID ENHANCEMENT	A	B		N	N	23	530,370	280,370	280,370	10/1/2023	O	9/29/2028
4600004525	HITACHI ENERGY USA INC RALEIGH, NC 27606	TRANSMISSION PLANNING AND GRID ENHANCEMENT	A	B		N	N	23	494,926	0	0	10/1/2023	O	9/29/2028
4600004526	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	TRANSMISSION PLANNING AND GRID ENHANCEMENT	A	B		N	N	23	5,000	0	0	10/1/2023	O	9/29/2028
4600004527	ECI ENGINEERING SERVICES PC BILLINGS, MT 59102	TRANSMISSION PLANNING AND GRID ENHANCEMENT	A	B		N	N	23	5,000	0	0	10/1/2023	O	9/29/2028
4600004528	QUANTA TECHNOLOGY LLC RALEIGH, NC 27607	TRANSMISSION PLANNING AND GRID ENHANCEMENT	A	B		N	N	23	5,000	0	0	10/1/2023	O	9/29/2028
4600004529	MOTT MACDONALD NY INC ISELIN, NJ 08830	TRANSMISSION PLANNING AND GRID ENHANCEMENT	A	B		N	N	23	5,000	0	0	10/1/2023	O	9/29/2028
4600004530	WORLD WIDE TECHNOLOGY LLC SAINT LOUIS, MO 63146	DATACENTER MIGRATION TO HYBRID CLOUD SOLUTIONS	I	B		N	N	14	8,951,372	8,951,372	1,374,717	10/16/2023	O	11/16/2026
4600004531	FISHER ASSOCIATES PE LS LA DPC ROCHESTER, NY 14607	REGIONAL SURVEYING AND MAPPING SERVICES	A	B		N	N	21	51,433	8,894	8,894	11/1/2023	O	10/31/2028
4600004532	RAVI ENGINEERING AND LAND SURVEYING PC SURVEYING PC ROCHESTER, NY 14618	REGIONAL SURVEYING AND MAPPING SERVICES	A	B		N	04	21	5,000	0	0	11/1/2023	O	10/31/2028
4600004533	SOLAR ONE CEC STUYVESANT COVE INC CEC STUYVESANT COVE INC LONG ISLAND CITY, NY 11101	ENERGY LITERACY PROGRAMMING	P	B		N	N	03	200,000	0	0	11/1/2023	O	10/31/2025
4600004534	KINETIC COMMUNIITIES CONSULTING CORPORATION CORPORATION MASPETH, NY 11378	ENERGY LITERACY PROGRAMMING	P	B		N	07	03	400,000	24,891	24,891	11/1/2023	O	10/31/2025
4600004535	MCGRIFF INSURANCE SERVICES LLC BIRMINGHAM, AL 35243	INSURANCE BROKER SERVICES	P	B		N	N	07	40,000	40,000	40,000	11/1/2023	O	10/31/2028
4600004536	MARSH USA INC NEW YORK, NY 10036	INSURANCE BROKER SERVICES	P	B		N	N	07	614,100	587,100	587,100	11/1/2023	O	10/31/2028
4600004537	FORWARD DOOR OF NEW YORK CORP INWOOD, NY 11096	ROLL UP DOOR SERVICE MAINTENANCE REPAIR AND PARTS	S	B		N	N	02	40,107	3,988	3,988	10/30/2023	O	10/29/2028
4600004538	WILLIS TOWERS WATSON NORTHEAST INC NEW YORK, NY 10281	INSURANCE BROKER SERVICES	P	B		N	N	07	150,000	150,000	150,000	11/1/2023	O	10/31/2028
4600004539	TIERNEY AND COURTNEY INC MASPETH, NY 11378	ROLL UP DOOR SERVICE MAINTENANCE REPAIR AND PARTS	S	B		N	N	02	5,000	0	0	10/30/2023	O	10/29/2028
4600004540	DELOITTE CONSULTING LLP HERMITAGE, TN 37076	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	4,004,284	2,649,846	2,649,846	11/6/2023	O	11/5/2028
4600004541	COGNIZANT TECHNOLOGY SOLUTIONS U S CORP SOLUTIONS U S CORP COLLEGE STATION, TX 77845	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	11,031,508	5,902,008	5,902,008	11/6/2023	O	11/5/2028
4600004542	ERNST AND YOUNG LLP NEW YORK, NY 10001	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	403,095	329,706	329,706	11/6/2023	O	11/5/2028
4600004543	WIPRO LIMITED EAST BRUNSWICK, NJ 08816	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	5,000	0	0	11/6/2023	O	11/5/2028
4600004544	CGI TECHNOLOGIES AND SOLUTIONS INC FAIRFAX, VA 22030	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	864,438	42,523	42,523	11/6/2023	O	11/5/2028

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004545	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	5,000	0	0	11/6/2023	O	11/5/2028
4600004546	PA CONSULTING GROUP INC NEW YORK, NY 10174	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	5,000	0	0	11/6/2023	O	11/5/2028
4600004547	ATOS IT SOLUTIONS AND SERVICES INC PLANO, TX 75093	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	5,000	0	0	11/6/2023	O	11/5/2028
4600004548	BJSS INC NEW YORK, NY 10004	TECHNOLOGY CONSULTING SERVICES	P	B		N	N	59	5,000	0	0	11/6/2023	O	11/5/2028
4600004549	ACCENTURE LLP ALBANY, NY 12210	TECHNOLOGY CONSULTING SERVICES	P	B		F	N	59	5,000	0	0	11/6/2023	O	11/5/2028
4600004550	NPTS INC BUFFALO, NY 14223	QA ENGINEERING AND INSPECTION SERVICES	A	B		N	04	15	150,000	69,991	69,991	12/15/2023	O	12/14/2028
4600004551	PROCUREMENT SERVICES CONSULTING INC CENTER VALLEY, PA 18034	QA ENGINEERING AND INSPECTION SERVICES	A	B		N	N	15	140,000	37,616	37,616	12/15/2023	O	12/14/2028
4600004552	IMPERIA ENGINEERING PARTNERS PC BORDENTOWN, NJ 08505	QA ENGINEERING AND INSPECTION SERVICES	A	B		N	N	15	142,323	51,754	51,754	12/15/2023	O	12/14/2028
4600004553	TRANSFLUID SERVICES INC STARK INTERNATIONAL STARK INTERNATIONAL HOUSTON, TX 77070	TRANSFORMER SERVICES	S	B		F	N	06	829,455	50,000	50,000	12/18/2023	O	12/17/2028
4600004554	BUFFALO TRANSFORMER SERVICES LLC DBA FOR CHAD W CURTIS DBA FOR CHAD W CURTIS LOCKPORT, NY 14094	TRANSFORMER SERVICES	S	B		N	N	06	28,800	8,800	8,800	12/18/2023	O	12/17/2028
4600004555	ATLANTIC TESTING LABORATORIES LTD CANTON, NY 13617	SPDES AND POTABLE WATER SAMPLING	S	B		N	03	01	200,000	90,494	90,494	1/1/2024	O	12/31/2026
4600004556	FRANK D RIGGIO CO INC DBA RIGGIO VALVE DBA RIGGIO VALVE BAYONNE, NJ 07002	VALVE PARTS AND MAINTENANCE	S	B		N	N	01	394,248	367,078	367,078	1/1/2024	O	12/31/2029
4600004557	CONCENTRIC LLC CARROLLTON, TX 75006	BATTERY REPLACEMENTS AND EMERGENT SUPPORT	S	B		F	N	05	5,000	0	0	1/1/2024	O	12/31/2028
4600004558	DOWD BATTERY CO INC GRAND ISLAND, NY 14072	BATTERY REPLACEMENTS AND EMERGENT SUPPORT	S	B		N	N	05	413,558	221,270	221,270	1/1/2024	O	12/31/2028
4600004559	JB EXCELERATION LLC JB ELECTRIC SUPPLY JB ELECTRIC SUPPLY SARATOGA SPRINGS, NY 12866	BATTERY REPLACEMENTS AND EMERGENT SUPPORT	S	B		N	04	05	15,835	15,835	15,835	1/1/2024	O	12/31/2028
4600004560	SKY TESTING SERVICES INC EAST SYRACUSE, NY 13057	WELD INSPECTION SERVICES	S	B		N	N	02	27,350	8,554	8,554	1/5/2024	O	1/4/2025
4600004561	ENGINEERING INSPECTION AND TRAINING CENTER LLC CENTER LLC NANUET, NY 10954	WELD INSPECTION SERVICES	S	B		N	04	02	5,000	0	0	1/5/2024	O	1/4/2025
4600004562	PARAGON TECHNOLOGIES INC PTI PTI ADDISON, IL 60101	MOOG ACTUATORS MAINTENANCE SERVICE AND PARTS	S	B		N	N	01	5,000	0	0	9/19/2024	O	9/18/2029
4600004563	TRC ENGINEERS INC LIVERPOOL, NY 13088	SUBSTATION TESTING AND COMMISSIONING	A	B		N	N	02	2,331,666	412,039	412,039	1/1/2024	O	9/30/2028
4600004565	INNOACTIVE GROUP SAN FRANCISCO, CA 94105	PROGRAM CONTROLS	A	B		N	N	33	230,951	0	0	1/1/2024	O	12/31/2028
4600004566	ACCENTURE LLP ALBANY, NY 12210	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		N	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004567	BASSON TRADING LLC ALADON ALADON WILMINGTON, NC 28409	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		F	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004568	BURO HAPPOLD CONSULTING ENG PC DBA HAPPOLD CONSULTING DBA HAPPOLD CONSULTING NEW YORK, NY 10005	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		N	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004569	CHARGERHELP INC LOS ANGELES, CA 90013	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		F	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004570	DELOITTE CONSULTING LLP NEW YORK, NY 10112	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		N	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004571	EA TECHNOLOGY LLC DENVILLE, NJ 07834	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		F	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004572	ERNST AND YOUNG LLP NEW YORK, NY 10001	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		N	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004573	INDIGO ADVISORY GROUP LLC DBA FOR DAVID GROARKE DBA FOR DAVID GROARKE ASTORIA, NY 11106	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		N	N	26	500,620	360,620	360,620	1/1/2024	O	12/31/2028
4600004574	MAXGRIP AMERICAS INC HOUSTON, TX 77027	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		F	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004575	STARBOARD CONSULTING LLC LONGWOOD, FL 32779	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		F	N	26	1,147,646	123,490	123,490	1/1/2024	O	12/31/2028
4600004576	THE WOODHOUSE PARTNERSHIP NORTH AMERICA LTD NORTH AMERICA LTD ONANCOCK, VA 23417	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		F	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004577	TOFFLER ASSOCIATES INC ARLINGTON, VA 22203	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		F	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004578	TURNER AND TOWNSEND AMCL INC NEW YORK, NY 10017	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		N	N	26	5,000	0	0	1/1/2024	O	12/31/2028

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004579	WSP USA INC NEW YORK, NY 10119	ASSET MANAGEMENT SUPPORT AND IMPLEMENTATION SERVICES	P	B		N	N	26	5,000	0	0	1/1/2024	O	12/31/2028
4600004580	K AND A ENGINEERING CONSULTING PC WHITE PLAINS, NY 10601	PROGRAM CONTROLS	A	B		N	04	33	1,057,384	645,481	645,481	1/1/2024	O	12/31/2028
4600004581	TURNER AND TOWNSEND INC NEW YORK, NY 10017	PROGRAM CONTROLS	A	B		N	N	33	5,000	0	0	1/1/2024	O	12/31/2028
4600004582	HENNINGSON DURHAM AND RICHARDSON ARCHITECTURE AND ENGINEERING PC ARCHITECTURE AND ENGINEERING PC WHITE PLAINS, NY 10604	PROGRAM CONTROLS	A	B		N	N	33	5,000	0	0	1/1/2024	O	12/31/2028
4600004583	HAYDAN CONSULTANTS INC ROSEDALE, NY 11422	PROGRAM CONTROLS	A	B		N	04	33	698,609	0	0	1/1/2024	O	12/31/2028
4600004584	JCMS INC JOIS CONSTRUCTION MANAGEMENT SYSTEM JOIS CONSTRUCTION MANAGEMENT SYSTEM MERCERVILLE, NJ 08619	PROGRAM CONTROLS	A	B		N	04	33	5,000	0	0	1/1/2024	O	12/31/2028
4600004585	A-LINE E D S INC WATERLOO, IA 50703	RECYCLE OIL FILLED EQUIPMENT	S	B		N	N	03	5,000	0	0	4/1/2024	O	3/31/2026
4600004586	TCI OF NY LLC COEYMANS, NY 12045	REMOVAL AND RECYCLING OF OIL FILLED ELECTRICAL EQUIPMENT	S	B		N	N	03	100,755	10,953	10,953	4/1/2024	O	3/31/2026
4600004587	ARCADIS OF NEW YORK INC DBA MALCOLM PIRNIE INC DBA MALCOLM PIRNIE INC HIGHLANDS RANCH, CO 80129	PROGRAM CONTROLS	A	B		N	N	33	1,615,401	293,964	293,964	1/1/2024	O	12/31/2028
4600004588	WSP USA INC NEW YORK, NY 10119	PROGRAM CONTROLS	A	B		N	N	33	5,000	0	0	1/1/2024	O	12/31/2028
4600004589	PURECEMS LLC SUSSEX, NJ 07461	ANALYZER PARTS AND SERVICE	E	B		F	N	02	369,914	366,964	366,964	2/2/2024	O	2/1/2027
4600004590	HARTGEN ARCHEOLOGICAL ASSOCIATES INC ASSOCIATES INC RENSSELAER, NY 12144	CULTURAL RESOURCES SERVICES	P	B		N	N	08	27,350	7,673	7,673	3/1/2024	O	2/28/2029
4600004591	LANDMARK ARCHAEOLOGY INC ALTAMONT, NY 12009	CULTURAL RESOURCES SERVICES	P	B		N	03	08	5,000	0	0	3/1/2024	O	2/28/2029
4600004592	CULTURAL RESOURCE SURVEY PROGRAM NYS EDUCATION DEPARTMENT NYS EDUCATION DEPARTMENT ALBANY, NY 12234	CULTURAL RESOURCES SERVICES	P	B		N	N	08	5,000	0	0	3/1/2024	O	2/28/2029
4600004593	THE RESEARCH FOUNDATION FOR SUNY ALBANY, NY 12201	CULTURAL RESOURCES SERVICES	P	B		N	N	08	11,365	0	0	3/1/2024	O	2/28/2029
4600004594	RICHARD GRUBB AND ASSOCIATES INC CRANBURY, NJ 08512	CULTURAL RESOURCES SERVICES	P	B		N	03	08	8,292	0	0	3/1/2024	O	2/28/2029
4600004595	BARD COLLEGE ANNANDALE ON HUDSON, NY 12504	ON-SITE MBA PROGRAM	P	B		N	N	04	2,500,000	0	0	2/7/2024	O	2/6/2029
4600004596	PROTECTEAR USA LLC COLORADO SPRINGS, CO 80906	CUSTOM HEARING PROTECTION	E	B		F	N	02	138,215	42,189	42,189	2/8/2024	O	2/7/2029
4600004597	HENNINGSON DURHAM AND RICHARDSON ARCHITECTURE AND ENGINEERING PC ARCHITECTURE AND ENGINEERING PC WHITE PLAINS, NY 10604	SPECIALTY FIELD SUPPORT FOR HYDRO TURBINE GENERATORS	A	B		N	N	09	845,000	0	0	2/14/2024	O	2/13/2029
4600004598	POWER ENGINEERING INC IRVINE, CA 92606	SPECIALTY FIELD SUPPORT FOR HYDRO TURBINE GENERATORS	A	B		F	N	09	5,000	0	0	2/14/2024	O	2/13/2029
4600004599	SIMUTECH GROUP INC ROCHESTER, NY 14625	SPECIALTY FIELD SUPPORT FOR HYDRO TURBINE GENERATORS	A	B		N	N	09	198,500	49,625	49,625	2/14/2024	O	2/13/2029
4600004600	KGS GROUP INTERNATIONAL INC BELLEVUE, WA 98004	SPECIALTY FIELD SUPPORT FOR HYDRO TURBINE GENERATORS	A	B		F	N	09	5,000	0	0	2/14/2024	O	2/13/2029
4600004601	HRST INC MINNETONKA, MN 55345	COMBUSTION AND STEAM ON-CALL ENGINEERING SERVICES	A	B		F	N	04	28,800	0	0	2/14/2024	O	2/13/2029
4600004602	POWER ENGINEERING INC IRVINE, CA 92606	COMBUSTION AND STEAM ON-CALL ENGINEERING SERVICES	A	B		F	N	04	5,000	0	0	2/14/2024	O	2/13/2029
4600004603	SOCOTEC ENGINEERING INC NEW YORK, NY 10036	COMBUSTION AND STEAM ON-CALL ENGINEERING SERVICES	A	B		N	N	04	5,000	0	0	2/14/2024	O	2/13/2029
4600004604	SIMUTECH GROUP INC ROCHESTER, NY 14625	COMBUSTION AND STEAM ON-CALL ENGINEERING SERVICES	A	B		N	N	04	5,000	0	0	2/14/2024	O	2/13/2029
4600004605	HAYDAN CONSULTANTS INC ROSEDALE, NY 11422	STRATEGIC SUPPLY CHAIN AND RISK ADVISORY SERVICES	P	B		N	04	12	2,300,000	218,495	218,495	2/15/2024	O	2/14/2029
4600004607	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	STRATEGIC SUPPLY CHAIN AND RISK ADVISORY SERVICES	P	B		F	N	12	5,000	0	0	2/15/2024	O	2/14/2029
4600004608	SVI SERVICES INC PLEASANTON, CA 94566	STRATEGIC SUPPLY CHAIN AND RISK ADVISORY SERVICES	P	B		F	04	12	5,000	0	0	2/15/2024	O	2/14/2029
4600004609	FORTRESS INFORMATION SECURITY LLC ORLANDO, FL 32801	STRATEGIC SUPPLY CHAIN AND RISK ADVISORY SERVICES	P	B		F	N	12	200,000	0	0	3/5/2024	O	3/4/2029
4600004610	DELOITTE AND TOUCHE LLP NEW YORK, NY 10112	CONTROLLER SERVICES	P	B		N	N	04	275,000	102,163	102,163	3/1/2024	O	2/28/2029
4600004611	ERNST AND YOUNG LLP NEW YORK, NY 10001	CONTROLLER SERVICES	P	B		N	N	04	1,100,000	0	0	3/1/2024	O	2/28/2029
4600004612	GUIDEHOUSE INC NEW YORK, NY 10017	CONTROLLER SERVICES	P	B		N	N	04	5,000	0	0	3/1/2024	O	2/28/2029
4600004613	KPMG LLP ALBANY, NY 12207	CONTROLLER SERVICES	P	B		N	N	04	400,000	183,648	183,648	3/1/2024	O	2/28/2029
4600004614	TOLL INTERNATIONAL LLC NEW YORK, NY 10023	PROGRAM PROJECT MANAGEMENT	P	B		N	04	32	5,000	0	0	3/1/2024	O	2/28/2029
4600004615	AECOM USA INC NEW YORK, NY 10004	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	2,179,288	324,717	324,717	3/1/2024	O	2/28/2029
4600004616	CHA CONSULTING INC ALBANY, NY 12207	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	968,701	14,500	14,500	3/1/2024	O	2/28/2029
4600004617	DAGDA CORP HELLERTOWN, PA 18055	PROGRAM PROJECT MANAGEMENT	P	B		N	02	32	5,000	0	0	3/1/2024	O	2/28/2029
4600004619	H2M ARCHITECTS + ENGINEERS MELVILLE, NY 11747	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	5,000	0	0	3/1/2024	O	2/28/2029

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004620	HAYDAN CONSULTANTS INC ROSEDALE, NY 11422	PROGRAM PROJECT MANAGEMENT	P	B		N	04	32	211,557	100,201	100,201	3/1/2024	O	2/28/2029
4600004621	HENNINGSON DURHAM AND RICHARDSON ARCHITECTURE AND ENGINEERING PC ARCHITECTURE AND ENGINEERING PC WHITE PLAINS, NY 10604	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	5,000	0	0	3/1/2024	O	2/28/2029
4600004622	JACOBS ENGINEERING NEW YORK INC DBA JACOBS PROJECT MANAGEMENT CO DBA JACOBS PROJECT MANAGEMENT CO NEW YORK, NY 10018	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	477,468	0	0	3/1/2024	O	2/28/2029
4600004623	JINGOLI POWER LLC LAWRENCEVILLE, NJ 08648	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	1,414,719	0	0	3/1/2024	O	2/28/2029
4600004624	K AND A ENGINEERING CONSULTING PC WHITE PLAINS, NY 10601	PROGRAM PROJECT MANAGEMENT	P	B		N	04	32	1,733,728	596,234	596,234	3/1/2024	O	2/28/2029
4600004625	LUZCO TECHNOLOGIES LLC SAINT LOUIS, MO 63143	PROGRAM PROJECT MANAGEMENT	P	B		N	07	32	5,000	0	0	3/1/2024	O	2/28/2029
4600004626	MACAN DEVE ENGINEERS DPC WHITE PLAINS, NY 10603	PROGRAM PROJECT MANAGEMENT	P	B		N	03	32	5,000	0	0	3/1/2024	O	2/28/2029
4600004627	PARSONS ENGINEERING OF NEW YORK INC SYRACUSE, NY 13212	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	10,413	0	0	3/1/2024	O	2/28/2029
4600004628	WSP USA INC NEW YORK, NY 10119	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	449,552	0	0	3/1/2024	O	2/28/2029
4600004630	KPMG LLP ALBANY, NY 12207	AUDIT AND ACCOUNTING SERVICES	P	B		N	N	01	5,033,268	150,000	150,000	9/15/2024	O	9/14/2029
4600004631	FLATIRON CRANE OPERATING COMPANY DBA SIMMERS CRANE DESIGN AND SERVICES DBA SIMMERS CRANE DESIGN & SERVICES SALEM, OH 44460	CRANE ENGINEERING	A	B		N	N	02	5,000	0	0	4/1/2024	O	3/31/2029
4600004633	WASTE-STREAM INC CASELLA RESOURCE SOLUTIONS CASELLA RESOURCE SOLUTIONS POTSDAM, NY 13676	WASTE MANAGEMENT SERVICES	S	B		N	N	02	146,756	74,902	74,902	4/4/2024	O	4/3/2029
4600004634	STANTEC CONSULTING SERVICES INC ROCHESTER, NY 14614	CRANE ENGINEERING	A	B		N	N	02	143,220	59,759	59,759	4/1/2024	O	3/31/2029
4600004635	ERNST AND YOUNG LLP NEW YORK, NY 10001	ENTERPRISE GOVERNANCE RISK AND COMPLIANCE (EGRC) SOLUTION SERVICE	P	B		N	N	04	258,680	212,000	212,000	4/1/2024	O	3/31/2027
4600004636	NORTH HILLS OFFICE SERVICES INC DBA NORTH HILLS FACILITY SERVICES DBA NORTH HILLS FACILITY SERVICES PLAINVIEW, NY 11803	JANITORIAL SERVICE	S	B		N	N	07	100,000	83,111	83,111	4/1/2024	O	3/31/2029
4600004637	LIRO ENGINEERS INC SYOSSET, NY 11791	STRATEGIC SUPPLY CHAIN AND RISK ADVISORY SERVICES	P	B		N	N	12	5,000	0	0	4/4/2024	O	2/27/2029
4600004638	ASCENTTRA LLC VIENNA, VA 22182	HSEEP DRILL AND EXERCISE SERVICES	A	B		N	N	06	139,889	139,889	139,889	4/1/2024	O	3/31/2029
4600004639	HAGERTY CONSULTING INC EVANSTON, IL 60201	HSEEP DRILL AND EXERCISE SERVICES	A	B		N	N	06	35,800	0	0	4/1/2024	O	3/31/2029
4600004640	TETRA TECH INC MAITLAND, FL 32751	HSEEP DRILL AND EXERCISE SERVICES	A	B		N	N	06	95,431	23,088	23,088	4/1/2024	O	3/31/2029
4600004641	CIRCUIT BREAKER SALES NE LLC SEYMOUR, CT 06483	LOW VOLTAGE BREAKER REPAIR SERVICES	S	B		N	N	03	76,975	76,975	76,975	4/22/2024	O	4/21/2029
4600004642	INDUSTRIAL ELECTRICAL AND TECHNICAL SERVICES INC (IETS) TECHNICAL SERVICES INC (IETS) LIMA, NY 14485	LOW VOLTAGE BREAKER REPAIR SERVICES	S	B		N	N	03	75,072	69,920	69,920	4/22/2024	O	4/21/2029
4600004643	DELOITTE CONSULTING LLP HERMITAGE, TN 37076	ENTERPRISE GOVERNANCE RISK AND COMPLIANCE (EGRC) SOLUTION SERVICE	P	B		F	N	04	350,000	261,085	261,085	4/30/2024	O	3/31/2027
4600004644	CROWE LLP SOUTH BEND, IN 46601	ENTERPRISE GOVERNANCE RISK AND COMPLIANCE (EGRC) SOLUTION SERVICE	P	B		N	N	04	5,000	0	0	5/1/2024	O	3/31/2027
4600004645	QUALUS LLC LAKE MARY, FL 32746	PROGRAM PROJECT MANAGEMENT	P	B		N	N	32	5,000	0	0	3/1/2024	O	2/28/2029
4600004646	U ARIAS CORP NEW HYDE PARK, NY 11040	LANDSCAPING	S	B		N	04	01	285,000	106,700	106,700	5/21/2024	O	5/20/2029
4600004647	MACAN DEVE ENGINEERS DPC WHITE PLAINS, NY 10603	FUTURE ENERGY WORKFORCE INTERNSHIP AND JUNIOR FELLOWSHIP PROGRAM	P	B		N	03	04	144,476	144,476	144,476	4/1/2024	O	3/31/2029
4600004648	FOLLOW US LLC FOLLOW US TO SUCCESS FOLLOW US TO SUCCESS NEW YORK, NY 10019	FUTURE ENERGY WORKFORCE INTERNSHIP AND JUNIOR FELLOWSHIP PROGRAM	P	B		N	07	04	72,000	0	0	4/1/2024	O	3/31/2029
4600004649	MOHAWK VALLEY COMMUNITY COLLEGE UTICA, NY 13501	FUTURE ENERGY WORKFORCE INTERNSHIP AND JUNIOR FELLOWSHIP PROGRAM	P	B		N	N	04	297,635	74,373	74,373	4/1/2024	O	3/31/2029
4600004650	AECOM USA INC NEW YORK, NY 10004	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	25	5,000	0	0	6/1/2024	O	5/31/2029
4600004652	FISHER ASSOCIATES PE LS LA DPC ROCHESTER, NY 14607	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	25	5,000	0	0	6/1/2024	O	5/31/2029
4600004653	LABELLA ASSOCIATES D P C ROCHESTER, NY 14614	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	25	13,100	2,500	2,500	6/1/2024	O	5/31/2029
4600004654	PARSONS ENGINEERING OF NEW YORK INC SYRACUSE, NY 13212	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	25	775,952	0	0	6/1/2024	O	5/31/2029
4600004655	TRC ENGINEERS INC LIVERPOOL, NY 13088	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	25	607,206	142,261	142,261	6/1/2024	O	5/31/2029
4600004656	SKYDIO INC SAN MATEO, CA 94402	UAS EQUIPMENT AND ROBOTIC SYSTEMS	E	B		N	N	08	1,614,725	461,374	461,374	6/12/2024	O	6/11/2027
4600004657	UPSTATE DOORS STRUCTURAL WOOD CORP STRUCTURAL WOOD CORP WADDINGTON, NY 13694	OVERHEAD DOOR INSPECTION AND MAINTENANCE	S	B		N	N	01	102,286	56,953	56,953	5/20/2024	O	5/19/2025
4600004658	FOLLOW US LLC FOLLOW US TO SUCCESS FOLLOW US TO SUCCESS NEW YORK, NY 10019	STEM EDUCATION AND CURRICULUM DEVELOPMENT	P	B		N	07	08	18,750	0	0	6/1/2024	O	5/31/2028

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004659	COLLIERS ENGINEERING AND DESIGN ARCHITECTURE, LANDSCAPE ARCH ARCHITECTURE, LANDSCAPE ARCH HOLMDEL, NJ 07733	RMNPP SUPERSTRUCTURE BRIDGE REPLACEMENT DESIGN	A	B		N	N	04	4,398,710	248,100	248,100	6/1/2024	O	5/31/2034
4600004660	TRIATHLON INDUSTRIES INC DBA TRIDON CHEMICAL DBA TRIDON CHEMICAL DEER PARK, NY 11729	CHEMICALS	E	B		N	N	02	100,000	28,505	28,505	5/22/2024	O	5/21/2029
4600004661	GRESCO SUPPLY INC FORSYTH, GA 31029	UAS EQUIPMENT AND ROBOTIC SYSTEMS	E	B		N	N	08	829,349	516,547	516,547	5/29/2024	O	5/28/2027
4600004662	TRIAD DRONES LAPPERT DRONES AND TECHNOLOGIES LLC LAPPERT DRONES AND TECHNOLOGIES LLC SAFETY HARBOR, FL 34695	UAS EQUIPMENT AND ROBOTIC SYSTEMS	E	B		N	N	08	16,140	8,070	8,070	6/12/2024	O	6/11/2027
4600004663	CENSYS TECHNOLOGIES CORPORATION DAYTONA BEACH, FL 32114	UAS EQUIPMENT AND ROBOTIC SYSTEMS	E	B		N	N	08	160,644	160,644	160,644	6/19/2024	O	6/18/2027
4600004665	RADECO INC PLAINFIELD, CT 06374	UAS EQUIPMENT AND ROBOTIC SYSTEMS	E	B		N	N	08	367,736	367,736	367,736	5/29/2024	O	5/28/2027
4600004666	GENERAL PACIFIC INC FAIRVIEW, OR 97024	UAS EQUIPMENT AND ROBOTIC SYSTEMS	E	B		N	N	08	121,693	0	0	5/29/2024	O	5/28/2027
4600004667	ALLIANCE TO SAVE ENERGY WASHINGTON, DC 20005	STEM EDUCATION AND CURRICULUM DEVELOPMENT	P	B		N	N	08	432,413	22,921	22,921	6/1/2024	O	5/31/2028
4600004668	BIOBUS INC CELL MOTION LABORATORIES DBA BIOBAS CELL MOTION LABORATORIES DBA BIOBAS NEW YORK, NY 10027	STEM EDUCATION AND CURRICULUM DEVELOPMENT	P	B		N	N	08	5,000	0	0	6/1/2024	O	5/31/2028
4600004669	MI OH MY HYDROPONIC FARMS LLC KINGSTON, NY 12401	STEM EDUCATION AND CURRICULUM DEVELOPMENT	P	B		N	N	08	5,000	0	0	6/1/2024	O	5/31/2028
4600004670	STEM KIDS NYC NORTH BERGEN, NJ 07047	STEM EDUCATION AND CURRICULUM DEVELOPMENT	P	B		N	N	08	5,000	0	0	6/1/2024	O	5/31/2028
4600004671	TECH4KIDZ LLC MANLIUS, NY 13104	STEM EDUCATION AND CURRICULUM DEVELOPMENT	P	B		N	07	08	5,000	0	0	6/1/2024	O	5/31/2028
4600004672	ELIZABETH M GALLO WHYMAKER LLC WHYMAKER LLC BROOKLYN, NY 11207	STEM EDUCATION AND CURRICULUM DEVELOPMENT	P	B		N	03	08	149,000	21,500	21,500	5/28/2024	O	5/31/2028
4600004673	CHA CONSULTING INC ALBANY, NY 12205	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	25	6,243	472	472	6/1/2024	O	5/31/2029
4600004674	DYRHOFF INC WEST BOYLSTON, MA 01583	MANUFACTURER-LED DESIGN OF INFLATABLE CREST GATE SYSTEM DESIGN	A	B		N	N	03	5,000	0	0	6/1/2024	O	5/31/2031
4600004675	OBERMEYER HYDRO ACCESSORIES INC OBERMEYER HYDRO INC OBERMEYER HYDRO INC WELLINGTON, CO 80549	MANUFACTURER-LED DESIGN OF INFLATABLE CREST GATE SYSTEM DESIGN	A	B		N	N	03	304,220	0	0	6/1/2024	O	5/31/2031
4600004676	DELOITTE AND TOUCHE LLP NEW YORK, NY 10112	P3M ADVISORY AND SUPPORT SERVICES	P	B		N	N	10	5,000	0	0	6/17/2024	O	6/16/2029
4600004677	GUIDEHOUSE INC NEW YORK, NY 10017	P3M ADVISORY AND SUPPORT SERVICES	P	B		N	N	10	115,506	0	0	6/17/2024	O	6/16/2029
4600004678	PROJECT MANAGEMENT SOLUTIONS INC SPRINGBORO, OH 45066	P3M ADVISORY AND SUPPORT SERVICES	P	B		F	N	10	1,180,000	456,643	456,643	6/17/2024	O	6/16/2029
4600004679	THE NORTH HIGHLAND COMPANY LLC ATLANTA, GA 30305	P3M ADVISORY AND SUPPORT SERVICES	P	B		F	N	10	198,132	0	0	6/17/2024	O	6/16/2029
4600004680	LUCK BROS INC PLATTSBURGH, NY 12901	MASSENA CANAL DAM PROJECT	C	B		N	N	01	55,048,172	3,331,279	3,331,279	6/3/2024	O	7/31/2028
4600004681	ANRA TECHNOLOGIES INC CHANTILLY, VA 20152	UAS ENTERPRISE PROGRAM CONSULTING SERVICES	P	B		F	N	10	5,000	0	0	7/1/2024	O	6/30/2029
4600004682	CENSYS TECHNOLOGIES CORPORATION DAYTONA BEACH, FL 32114	UAS ENTERPRISE PROGRAM CONSULTING SERVICES	P	B		F	N	10	5,000	0	0	7/1/2024	O	6/30/2029
4600004683	DELOITTE CONSULTING LLP HERMITAGE, TN 37076	UAS ENTERPRISE PROGRAM CONSULTING SERVICES	P	B		F	N	10	5,000	0	0	7/1/2024	O	6/30/2029
4600004684	NUAIR ALLIANCE NE UAS INEGRATION RES AAC INC NE UAS INEGRATION RES AAC INC SYRACUSE, NY 13202	UAS ENTERPRISE PROGRAM CONSULTING SERIVCES	P	B		N	N	10	223,524	0	0	7/1/2024	O	6/30/2029
4600004685	ROMMEL AND ALDERMAN CONSULTING LLC BURBANK, CA 91505	UAS ENTERPRISE PROGRAM CONSULTING SERVICES	P	B		F	N	10	327,003	74,327	74,327	7/1/2024	O	6/30/2029
4600004686	SKYDIO INC SAN MATEO, CA 94402	UAS ENTERPRISE PROGRAM CONSULTING SERVICES	P	B		F	N	10	5,000	0	0	7/1/2024	O	6/30/2029
4600004687	3 BALD LLC DRONE U DRONE U LOVELAND, CO 80538	UAS ENTERPRISE PROGRAM CONSULTING SERVICES	P	B		F	N	10	5,000	0	0	7/1/2024	O	6/30/2029
4600004688	SARTRON LLC NORTH BRANFORD, CT 06471	WHITE PLAINS OFFICE VARIABLE FREQUENCY DRIVE SERVICE AND REPAIR	C	B		N	N	02	50,000	4,940	4,940	7/8/2024	O	7/7/2029
4600004693	ABSCOPE ENVIRONMENTAL INC CANASTOTA, NY 13032	ABATEMENT SERVICES	S	B		N	N	07	12,390	0	0	7/31/2024	O	8/31/2029
4600004694	AAC CONTRACTING LLC GENESEE ENVIRONMENTAL GENESEE ENVIRONMENTAL ROCHESTER, NY 14610	ABATEMENT SERVICES	S	B		N	03	07	11,697	0	0	9/1/2024	O	8/31/2029
4600004695	MORRISONVILLE SEPTIC LLC CADYVILLE, NY 12918	PLATTSBURG SUBSTATION SEPTIC PUMPING SERVICES	S	C	5	N	N	01	10,000	630	630	8/21/2024	O	8/20/2029
4600004696	CORE FACILITY SERVICES LLC NEW YORK, NY 10017	WPO BUILDING ENGINEERS ELECTRICIANS AND MAINT SERVICES	S	B		N	N	03	2,250,000	576,144	576,144	8/15/2024	O	8/14/2028
4600004697	METRO CONTRACTING AND ENVIRONMENTAL INC INC NIAGARA FALLS, NY 14305	ABATEMENT SERVICES	S	B		N	N	07	11,830	8,348	8,348	9/1/2024	O	8/31/2029
4600004698	TEAM C.O.L. MANAGEMENT INC NYACK, NY 10960	ABATEMENT SERVICES	S	B		N	04	07	5,000	0	0	9/1/2024	O	8/31/2029
4600004699	WRS ENVIRONMENTAL SERVICES INC CHAMPION ENVIRONMENTAL SERVICES CHAMPION ENVIRONMENTAL SERVICES YAPHANK, NY 11980	ABATEMENT SERVICES	S	B		N	04	07	5,000	0	0	9/1/2024	O	8/31/2029

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004700	GRADE A PETROLEUM CORP VALLEY STREAM, NY 11580	OILS DRUMS PAILS	E	C	8	N	N	01	143,123	103,156	103,156	8/21/2024	O	8/20/2025
4600004701	ASSURANCE FILTRATION AND EQUIPMENT LL MAGNOLIA, TX 77354	STOCK FILTERS	E	B		F	N	04	85,112	59,682	59,682	8/27/2024	O	8/26/2025
4600004702	RELEVANT INDUSTRIAL LLC HOUSTON, TX 77073	STOCK FILTERS	E	B		F	N	04	5,000	0	0	8/27/2024	O	8/26/2025
4600004703	FILTER EQUIPMENT CO INC NEPTUNE, NJ 07753	STOCK FILTERS	E	B		F	N	04	112,096	112,096	112,096	8/27/2024	O	8/26/2025
4600004704	ADVANCED FILTRATION CO HOWELL, NJ 07731	STOCK FILTERS	E	B		F	N	04	5,764	0	0	8/27/2024	O	8/26/2025
4600004705	BRIGHTCORE ENERGY LLC MOUNT KISCO, NY 10549	DIRECT LIGHTING INSTALL PROGRAM	C	B		N	N	08	55,000	0	0	10/11/2024	O	10/10/2029
4600004706	LABELLA ASSOCIATES D P C ROCHESTER, NY 14614	DIRECT LIGHTING INSTALL PROGRAM	C	B		N	N	08	5,000	0	0	10/11/2024	O	10/10/2029
4600004707	PEARL STREET SYSTEMS LLC PEARL STREET LIGHTING SYSTEMS PEARL STREET LIGHTING SYSTEMS SOMERVILLE, NJ 08876	DIRECT LIGHTING INSTALL PROGRAM	C	B		F	N	08	17,500	0	0	10/11/2024	O	10/10/2029
4600004708	TRI-STATE LIGHT AND ENERGY INC NEW BRUNSWICK, NJ 08901	DIRECT LIGHTING INSTALL PROGRAM	C	B		F	04	08	5,000	0	0	10/11/2024	O	10/10/2029
4600004709	WENDEL ENERGY SERVICES LLC WILLIAMSVILLE, NY 14221	DIRECT LIGHTING INSTALL PROGRAM	C	B		N	N	08	5,000	0	0	10/11/2024	O	10/10/2029
4600004710	LIGHTNING MECHANICAL LLC MAPLEWOOD, NJ 07040	DAIKIN VRV MAINTENANCE AND REPAIR	S	C	5	F	N	01	9,732	2,775	2,775	9/3/2024	O	8/30/2025
4600004711	CHARGEWAY INC PORTLAND, OR 97227	EV OUTREACH AND EDUCATIONAL PROGRAM SUPPORT	E	C		N	N	03	26,000	26,000	26,000	11/12/2024	O	11/11/2029
4600004713	BUCK GLOBAL LLC BCHR US ACQUISITIONS INC BCHR US ACQUISITIONS INC ROLLING MEADOWS, IL 60008	BENEFIT COMPLIANCE BROKERAGE AND ADMINISTRATIVE SERVICES	P	B		F	N	03	5,000	0	0	12/16/2024	O	12/15/2029
4600004714	GREEN ENERGY RESOURCES LLC EV OPTIONS EV OPTIONS CARDIFF, CA 92007	EV OUTREACH AND EDUCATIONAL PROGRAM SUPPORT	P	B		N	03	07	12,000	0	0	10/8/2024	O	10/7/2029
4600004715	JPCL ENGINEERING LLC JPC LOGISTICS LLC JPC LOGISTICS LLC HILLSBOROUGH, NJ 08844	EV OUTREACH AND EDUCATIONAL PROGRAM SUPPORT	P	B		N	14	07	5,000	0	0	11/1/2024	O	10/31/2029
4600004716	ARCH STREET COMMUNICATIONS INC TARRYTOWN, NY 10591	STAKEHOLDER OUTREACH	P	B		N	03	03	5,000	0	0	10/1/2024	O	9/30/2029
4600004717	ICHOR STRATEGIES LLC BROOKLYN, NY 11232	STAKEHOLDER OUTREACH	P	B		N	04	03	104,860	0	0	10/1/2024	O	9/30/2029
4600004721	PRINCETON IT SERVICES INC PRINCETON JUNCTION, NJ 08550	DATA QUALITY CLOUD TOOL-SOFTWARE PLATFORM ATACCAMA IMPLEMENTATION PARTNER: PRINCETON IT	E	B		F	04	10	2,268,275	360,552	360,552	9/26/2024	O	9/25/2029
4600004722	SEL ENGINEERING SERVICES INC PULLMAN, WA 99163	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004723	AECOM USA INC NEW YORK, NY 10004	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004724	HIVE POWER ENGINEERING LLC ALLENTOWN, PA 18109	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004725	CHA CONSULTING INC ALBANY, NY 12205	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004726	COLLIERS ENGINEERING AND DESIGN ARCHITECTURE, LANDSCAPE ARCH ARCHITECTURE, LANDSCAPE ARCH HOLMDEL, NJ 07733	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004727	ECI ENGINEERING SERVICES PC BILLINGS, MT 59102	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004728	HATCH ASSOCIATES CONSULTANTS INC HATCH HATCH PITTSBURGH, PA 15212	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004729	K AND A ENGINEERING CONSULTING PC WHITE PLAINS, NY 10601	ENGINEERING SERVICES	A	B		N	04	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004730	LABELLA ASSOCIATES D P C ROCHESTER, NY 14614	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004731	LND TECHNICAL SERVICES LLC HOUSTON, TX 77024	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004732	STANTEC CONSULTING SERVICES INC ROCHESTER, NY 14614	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004733	TETRA TECH INC MAITLAND, FL 32751	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004734	TRC ENGINEERS INC LIVERPOOL, NY 13088	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004735	WSP USA INC NEW YORK, NY 10119	ENGINEERING SERVICES	A	B		N	N	35	5,000	0	0	11/1/2024	O	10/31/2029
4600004736	CORO MEDICAL LLC BRENTWOOD, TN 37027	AED EQUIPMENT MAINTENANCE AND PURCHASE PROGRAM	S	B		F	N	07	230,150	59,949	59,949	10/15/2024	O	10/14/2029
4600004737	NORTHLINE UTILITIES LLC DBA FOR NORTHLINE VENTURES INC DBA FOR NORTHLINE VENTURES INC AU SABLE FRKS, NY 12912	STATEWIDE STREETLIGHT MAINTENANCE	S	B		N	N	02	2,000,000	0	0	11/5/2024	O	11/4/2029
4600004738	E-J ELECTRIC TANDD LLC WALLINGFORD, CT 06492	STATEWIDE STREETLIGHT MAINTENANCE	S	B		F	N	02	2,900,000	0	0	11/12/2024	O	11/11/2029
4600004740	IVCI LLC HAUPPAUGE, NY 11788	MAINTENANCE - IVCI PEXIP	I	B		N	N	05	74,948	74,948	74,948	10/29/2024	O	10/28/2025
4600004741	BURNS AND MCDONNELL EGS P.C. KANSAS CITY, MO 64114	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004743	AECOM USA INC NEW YORK, NY 10004	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004744	CLEARESULT ENERGETICS LLC AUSTIN, TX 78730	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004745	ARCADIS US INC NEW YORK, NY 10017	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4600004746	OVE ARUP AND PARTNERS PC NEW YORK, NY 10005	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004747	BURNS ENGINEERING PC PHILADELPHIA, PA 19103	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004748	CDM SMITH INC CDM CONSTRUCTORS INC CDM CONSTRUCTORS INC BOSTON, MA 02109	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004749	EV INFRASTRUCTURE CONSULTING LLC GHENT, NY 12075	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004750	HENNINGSON DURHAM AND RICHARDSON ARCHITECTURE AND ENGINEERING PC ARCHITECTURE AND ENGINEERING PC WHITE PLAINS, NY 10604	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	11/7/2029
4600004751	JONES LANG LASALLE BROKERAGE INC CHICAGO, IL 60601	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004752	ICF RESOURCES LLC RESTON, VA 20190	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004753	STANTEC CONSULTING SERVICES INC NEW YORK, NY 10017	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	11/7/2029
4600004754	T Y LIN INTERNATIONAL ENGINEERING AND ARCHITECTURE PC & ARCHITECTURE PC ROCHESTER, NY 14604	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/21/2029
4600004755	VERMONT ENERGY INVESTMENT CORPORATION CORPORATION WINOOSKI, VT 05404	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/31/2029
4600004756	WENDEL ENERGY SERVICES LLC WILLIAMSVILLE, NY 14221	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/21/2029
4600004757	WSP USA INC NEW YORK, NY 10119	EV FEASIBILITY STUDY CONSULTANT SERVICES	P	B		N	N	29	5,000	0	0	11/8/2024	O	10/21/2029
4600004758	HOWARD L BOSWELL, ENGINEER AND LAND SURVEYOR, P.C. LAND SURVEYOR, P.C. SOUTH HACKENSACK, NJ 07606	UNDERWATER ON-CALL INSPECTION SERVICES	S	B		F	N	05	5,000	0	0	11/7/2024	O	11/6/2029
4600004759	COASTAL ENGINEERING LLC WEST MILFORD, NJ 07480	UNDERWATER ON-CALL INSPECTION SERVICES	S	B		F	N	05	5,000	0	0	11/7/2024	O	11/6/2029
4600004760	J F BRENNAN COMPANY INC LA CROSSE, WI 54603	UNDERWATER ON-CALL INSPECTION SERVICES	S	B		F	N	05	5,000	0	0	11/7/2024	O	11/6/2029
4600004761	M G MCLAREN ENGINEERING AND LAND SURVEYING PC SURVEYING PC WOODCLIFF LAKE, NJ 07677	UNDERWATER ON-CALL INSPECTION SERVICES	S	B		F	N	05	5,000	0	0	11/7/2024	O	11/6/2029
4600004762	MARINE INFRASTRUCTURE ENGINEERING SOLUTIONS D.P.C. SOLUTIONS D.P.C. NICHOLASVILLE, KY 40356	UNDERWATER ON-CALL INSEPCTION SERVICES	S	B		F	03	05	5,000	0	0	11/7/2024	O	11/6/2029
4600004763	ACME INDUSTRIAL INC STATEN ISLAND, NY 10304	GENERAL MAINTENANCE SERVICES	S	B		N	N	01	411,971	158,055	158,055	11/14/2024	O	11/13/2029
4600004764	QUINTAL CONTRACTING CORP ISLIP, NY 11751	POND CLEANING SERVICES	S	B		N	N	02	52,175	10,679	10,679	11/13/2024	O	11/12/2029
4600004765	CRITICAL PATH INTEGRATORS LLC SYRACUSE, NY 13206	CONFERENCE ROOM UPGRADE	H	B		N	04	05	1,115,330	284,400	284,400	11/15/2024	O	11/14/2025
4600004766	VISUAL SOUND INC BROOMALL, PA 19008	VIDEO WALL UPGRADE	H	B		N	N	03	989,357	494,678	494,678	11/20/2024	O	11/19/2025
4600004767	J AND J EQUIPMENT LLC BREWERTON, NY 13029	HEAVY EQUPMENT RENTAL	E	B		N	N	04	5,000	0	0	11/26/2024	O	11/25/2029
4600004768	CLARK RIGGING AND RENTAL CORP LOCKPORT, NY 14094	HEAVY EQUIPMENT RENTAL	E	B		N	N	04	5,000	0	0	11/26/2024	O	11/25/2029
4600004769	HERC RENTALS INC LIVERPOOL, NY 13088	HEAVY EQUIPMENT RENTAL	E	B		N	N	04	57,463	4,888	4,888	11/26/2024	O	11/25/2029
4600004770	SKYWORKS LLC BUFFALO, NY 14206	HEAVY EQUIPMENT RENTAL	E	B		N	N	04	23,369	0	0	11/26/2024	O	11/25/2029
4600004775	PREMIER PRINT AND SERVICES GROUP INC CHICAGO, IL 60606	CORPORATE PROMOTIONAL ITEMS	E	B		F	N	08	5,000	0	0	12/24/2024	O	12/23/2029
4600004778	WL CONCEPTS AND PRODUCTION INC FREEPORT, NY 11520	CORPORATE PROMOTIONAL ITEMS	E	B		N	02	08	135,243	0	0	12/23/2024	O	12/22/2029
4600004780	HITACHI ENERGY USA INC RALEIGH, NC 27606	SOFTWARE IMPLEMENTATION - HITACHI ENERGY ECRM	E	B		F	N	06	9,000,000	784,749	784,749	11/26/2024	O	11/28/2029
4600004781	ELECNOR HAWKEYE LLC HAUPPAUGE, NY 11788	EAST GARDEN CITY SUBSTATION CONSTRUCTION	C	B		N	N	06	1,000,000	0	0	12/4/2024	O	12/3/2030
4600004782	REEL COH INC BOISBRIAND QC CANADA	STL 90T AND 300T GANTRY CRANE REPLACEMENT	E	B		F	N	01	5,000	0	0	12/26/2024	O	11/30/2030
4600004783	STARBOARD CONSULTING LLC LONGWOOD, FL 32779	MOBILE SERVICES SOLUTION IBM MAXIMO MOBILE	P	B		F	N	08	499,999	0	0	12/13/2024	O	12/12/2025
4600004784	ALLEN CHASE ENTERPRISES INC OSWEGO, NY 13126	BARE GROUND WEED CONTROL MANAGEMENT	S	B		N	N	03	5,000	0	0	12/16/2024	O	12/31/2028
4700000036	GRAINGER DBA FOR W W GRAINGER INC DBA FOR W W GRAINGER INC PALATINE, IL 60038	MRO INDUSTRIAL SUPPLIES STATEWIDE	E	B		F	N	04	8,468,163	7,872,834	3,174,833	10/8/2018	O	10/31/2025
4700000037	TIOGA CONSTRUCTION CO INC HERKIMER, NY 13350	STATEWIDE ON DEMAND MARINE VESSEL RECOVERY	C	B		N	N	03	607,560	543,415	42,300	11/20/2018	C	11/19/2024
4700000038	TIOGA CONSTRUCTION CO INC HERKIMER, NY 13350	STATEWIDE ON DEMAND INFRASTRUCTURE REPAIRS	C	B		N	N	06	29,794,393	24,789,599	7,006,350	11/20/2018	C	11/19/2024
4700000039	D A COLLINS CONSTRUCTION CO INC WILTON, NY 12831	STATEWIDE ON DEMAND INFRASTRUCTURE REPAIRS	C	B		N	N	06	8,387,574	7,268,519	492,423	11/15/2018	C	11/14/2024
4700000040	HOHL INDUSTRIAL SERVICES INC TONAWANDA, NY 14150	STATEWIDE ON DEMAND INFRASTRUCTURE REPAIRS	C	B		N	N	06	23,913,673	18,940,838	5,782,393	11/15/2018	C	11/14/2024
4700000041	GILMAN CORPORATION GILMAN, CT 06336	GILMAN BUOYS	E	2	8	F	N	01	356,359	350,755	116,639	1/1/2019	C	12/31/2024
4700000044	REPUBLIC SERVICES INC NRC NY ENVIRONMENTAL SERVICES INC NRC NY ENVIRONMENTAL SERVICES INC SYRACUSE, NY 13206	RUBBISH REMOVAL	S	B		N	N	03	298,765	237,975	31,293	4/1/2019	C	3/31/2024

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4700000045	J M POWER AGGREGATES INC OGDENSBURG, NY 13669	NATURAL CINDERS	E	B		N	N	01	363,457	336,595	43,646	4/8/2019	O	4/6/2027
4700000046	CHA CONSULTING INC ALBANY, NY 12205	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	N	20	2,765,228	2,292,949	211,884	8/1/2019	O	7/31/2025
4700000047	ARCADIS OF NEW YORK INC DBA MALCOLM PIRNIE INC DBA MALCOLM PIRNIE INC HIGHLANDS RANCH, CO 80129	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	N	20	1,611,622	1,594,230	38,981	8/1/2019	C	7/31/2024
4700000048	GREENMAN-PEDERSEN INC ALBANY, NY 12205	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	N	20	577,416	564,624	137,788	8/1/2019	O	7/31/2025
4700000049	POPLI DESIGN GROUP POPLI ARCHITECTURE + ENGINEERING AND POPLI ARCHITECTURE + ENGINEERING & PENFIELD, NY 14526	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	04	20	2,241,844	2,013,016	189,228	8/1/2019	O	7/31/2025
4700000050	RAVI ENGINEERING AND LAND SURVEYING PC SURVEYING PC ROCHESTER, NY 14618	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	04	20	3,974,236	3,899,727	566,687	8/1/2019	O	7/31/2025
4700000051	MOTT MACDONALD NY INC ISELIN, NJ 08830	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	N	20	22,568	22,568	0	8/1/2019	C	7/31/2024
4700000052	BERGMANN ASSOC ARCHITECTS ENGINEERS LANDSCAPE ARCHITECTSANDSURVEYORS DPC LANDSCAPE ARCHITECTS&SURVEYORS DPC ROCHESTER, NY 14604	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	N	20	6,529,254	5,855,906	882,838	8/1/2019	O	7/31/2025
4700000053	GOMEZ AND SULLIVAN ENGINEERS DPC NEW HARTFORD, NY 13413	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	N	20	1,104,733	1,088,534	20,089	8/1/2019	O	7/31/2025
4700000054	T Y LIN INTERNATIONAL ENGINEERING AND ARCHITECTURE PC & ARCHITECTURE PC ROCHESTER, NY 14604	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	N	20	664,002	325,028	18,337	8/1/2019	O	7/31/2025
4700000055	WSP USA INC NEW YORK, NY 10119	ON-CALL ENGINEERING AND CM SERVICES	A	B		N	N	20	3,755,761	1,559,576	766,791	8/1/2019	O	7/31/2025
4700000056	CLARK RIGGING AND RENTAL CORP LOCKPORT, NY 14094	CRANE RENTAL EQUIPMENT SERVICES WITH OR WITHOUT OPERATOR	E	B		N	N	04	8,635,083	6,980,097	1,520,069	7/30/2019	O	7/30/2025
4700000057	M G MCLAREN ENGINEERING AND LAND SURVEYING PC SURVEYING PC WOODCLIFF LAKE, NJ 07677	STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	6,669,130	5,739,139	1,341,295	12/17/2019	C	12/16/2024
4700000058	GREENMAN-PEDERSEN INC ALBANY, NY 12205	STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	2,885,808	2,851,371	216,140	12/17/2019	C	12/16/2024
4700000059	COLLINS ENGINEERS P.C. WATERVLIET, NY 12189	STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	5,304,364	5,050,099	1,846,305	12/17/2019	C	12/16/2024
4700000060	BERGMANN ASSOC ARCHITECTS ENGINEERS LANDSCAPE ARCHITECTSANDSURVEYORS DPC LANDSCAPE ARCHITECTS&SURVEYORS DPC ROCHESTER, NY 14604	STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	679,506	535,731	137,420	12/17/2019	C	12/16/2024
4700000062	HEREDIA-GONZALEZ INC TOP AND BOTTOM WEAR TOP AND BOTTOM WEAR JENKINTOWN, PA 19046	UNIFORMS	E	B		F	07	03	182,980	139,909	34,727	1/1/2020	C	12/31/2024
4700000063	JMT OF NEW YORK INC LATHAM, NY 12110	STRUCTURAL INSPECTIONS	P	B		N	N	07	400,000	399,983	0	12/17/2019	C	12/16/2024
4700000064	LIRO ENGINEERS INC SYOSSET, NY 11791	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	23	2,038,566	2,006,921	50,129	2/1/2020	O	1/31/2025
4700000065	GENUINE PARTS COMPANY ATLANTA, GA 30384	FLEET PARTS	E	B		N	N	02	931,500	362,540	114,911	4/1/2020	O	3/31/2027
4700000066	NYE AUTOMOTIVE GROUP INC ONEIDA, NY 13421	FLEET PARTS	E	B		N	N	02	250,000	6,311	0	2/14/2020	O	2/13/2027
4700000067	CIVIL AND ENVIRONMENTAL CONSULTANTS OF NEW YORK INC OF NEW YORK INC NORTH TONAWANDA, NY 14120	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	23	5,500	3,848	0	2/1/2020	O	1/31/2025
4700000068	PARSONS ENGINEERING OF NEW YORK INC SYRACUSE, NY 13212	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	23	1,974,513	1,406,179	538,123	2/1/2020	O	1/31/2025
4700000069	CT MALE ASSOC ENGINEERING SURVEY ARCHITECT AND LANDSCAPE ARCHITECT DPC ARCHITECT & LANDSCAPE ARCHITECT DPC LATHAM, NY 12110	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	23	646,227	110,097	35,087	2/1/2020	O	1/31/2026
4700000070	LABELLA ASSOCIATES D P C ROCHESTER, NY 14614	GENERAL ENVIRONMENTAL SERVICES	P	B		N	N	23	195,105	119,587	0	2/11/2020	O	1/31/2025
4700000071	US DEPT OF AGRICULTURE ANIMAL AND PLANT HEALTH INSPECTION ANIMAL & PLANT HEALTH INSPECTION SAINT LOUIS, MO 63197	WILDLIFE AND TRAPPING SERVICES	S	2	8	N	N	01	181,172	147,003	40,250	4/22/2020	O	4/21/2025
4700000074	BRISTOL HARBOR GROUP INC BRISTOL, RI 02809	INLAND TUG VESSELS	A	B		N	N	06	510,160	312,127	125,336	7/8/2020	O	6/30/2025
4700000077	WASTE MANAGEMENT LLC ROCHESTER, NY 14606	REFUSE AND RECYCLING SERVICES	S	B		N	N	03	76,500	48,847	13,758	10/1/2020	O	9/30/2025
4700000078	K+D DISPOSAL INC NEWARK, NY 14513	REFUSE AND RECYCLING SERVICES	S	B		N	N	02	32,500	22,076	7,171	10/1/2020	O	9/30/2025
4700000079	CONTROLLED WASTE SYSTEMS INC UTICA, NY 13501	REFUSE AND RECYCLING SERVICES	S	B		N	N	03	110,000	97,882	43,510	10/1/2020	O	9/30/2025
4700000080	COUNTY WASTE AND RECYCLING SERVICE IN CLIFTON PARK, NY 12065	REFUSE AND RECYCLING SERVICES	S	B		N	N	02	165,000	127,596	32,722	10/19/2020	O	9/30/2025
4700000081	WASTE MANAGEMENT LLC ROCHESTER, NY 14606	REFUSE AND RECYCLING SERVICES	S	B		N	N	02	60,000	31,697	11,039	10/19/2020	O	9/30/2025
4700000082	LUPINI CONSTRUCTION INC UTICA, NY 13502	ON-CALL MASONRY CONCRETE SERVICES	C	2	8	N	03	01	499,785	496,970	269,194	1/19/2021	O	1/24/2026

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4700000083	HERC RENTALS INC LIVERPOOL, NY 13088	HEAVY EQUIPMENT RENTAL	E	B		N	N	11	406,704	296,253	129,031	2/1/2021	C	12/31/2024
4700000084	UNITED RENTALS (NORTH AMERICA) INC UNITED RENTALS UNITED RENTALS EAST SYRACUSE, NY 13057	HEAVY EQUIPMENT RENTAL	E	B		N	N	11	280,764	237,454	58,490	2/1/2021	C	12/31/2024
4700000085	ADMAR CONSTRUCTION EQUIPMENT AND SUPPLIES SUPPLIES ROCHESTER, NY 14623	HEAVY EQUIPMENT RENTAL	E	B		N	N	11	420,153	342,653	76,959	2/1/2021	C	12/31/2024
4700000087	AMERICANEAGLE.COM NEW YORK INC NEW YORK, NY 10016	SOFTWARE - SMARTPHONE APP	I	B		N	N	14	421,000	420,264	51,750	6/9/2021	O	6/10/2026
4700000089	BERGMANN ASSOC ARCHITECTS ENGINEERS LANDSCAPE ARCHITECTSANDSURVEYORS DPC LANDSCAPE ARCHITECTS&SURVEYORS DPC ROCHESTER, NY 14604	ENGINEERING SUPPORT SERVICES	P	B		N	N	09	4,701,385	4,186,796	1,477,458	9/9/2021	O	9/8/2026
4700000090	HENNINGSON DURHAM AND RICHARDSON ARCHITECTURE AND ENGINEERING PC ARCHITECTURE AND ENGINEERING PC WHITE PLAINS, NY 10604	STATEWIDE CANAL ENGINEERING SUPPORT SERVICES	P	B		N	N	09	2,001,515	1,151,866	433,081	9/2/2021	O	9/1/2026
4700000091	SCHNABEL-LACHEL ENGINEERING PC DBA SCHNABEL ENGINEERING OF DBA SCHNABEL ENGINEERING OF CLIFTON PARK, NY 12065	ENGINEERING SUPPORT SERVICES	P	B		N	N	09	10,764,743	6,513,712	3,103,226	9/2/2021	O	9/1/2026
4700000092	AECOM USA INC NEW YORK, NY 10004	ENGINEERING SUPPORT SERVICES	P	B		N	N	09	4,790,262	4,136,304	1,631,763	9/7/2021	O	9/6/2026
4700000093	CINTAS CORPORATION NO 2 CINCINNATI, OH 45263	FIRST AID KIT REPLENISHMENT MOBILE SERVICE	E	2	8	N	N	01	244,325	162,991	83,661	9/28/2021	O	9/27/2026
4700000094	GREENMAN-PEDERSEN INC ALBANY, NY 12205	CANALS EMBANKMENT INSPECTION SERVICES	P	B		N	N	12	157,703	104,153	0	10/1/2021	O	9/30/2026
4700000095	HENNINGSON DURHAM AND RICHARDSON ARCHITECTURE AND ENGINEERING PC ARCHITECTURE AND ENGINEERING PC WHITE PLAINS, NY 10604	CANALS EMBANKMENT INSPECTION SERVICES	P	B		N	N	12	479,001	453,095	0	10/1/2021	O	9/30/2026
4700000096	BERGMANN ASSOC ARCHITECTS ENGINEERS LANDSCAPE ARCHITECTSANDSURVEYORS DPC LANDSCAPE ARCHITECTS&SURVEYORS DPC ROCHESTER, NY 14604	CANALS EMBANKMENT INSPECTION SERVICES	P	B		N	N	12	705,154	470,316	303,560	10/1/2021	O	9/30/2026
4700000097	WSP USA INC NEW YORK, NY 10119	CANALS EMBANKMENT INSPECTION SERVICES	P	B		N	N	12	1,209,148	494,001	444,490	10/1/2021	O	9/30/2026
4700000099	VEOLIA ES TECHNICAL SOLUTIONS LLC DBA FOR VEOLIA NORTH AMERICA INC DBA FOR VEOLIA NORTH AMERICA INC WEST BRIDGEWATER, MA 02379	RECYCLING OF ELECTRONIC EQUIPMENT	S	B		F	N	01	5,000	0	0	8/5/2021	O	12/31/2026
4700000100	REPCO INDUSTRIES INC UNION SPRINGS, NY 13160	STEEL CASTINGS	E	B	1	N	N	05	1,086,156	932,476	801,130	5/11/2022	O	5/10/2027
4700000102	G AND H ENTERPRISE LLC RENTALS TO GO RENTALS TO GO NORWICH, NY 13815	PORTABLE TOILET	E	B		N	N	03	1,048,283	798,510	451,796	5/20/2022	O	5/19/2027
4700000104	LAUBACKER ENTERPRISES INC NIAGARA FALLS, NY 14304	WOODY DEBRIS PICKUP	S	B		N	02	02	255,905	255,905	0	7/7/2022	O	7/6/2027
4700000105	MOHAWK VALLEY MATERIALS INC ROME, NY 13440	WOODY DEBRIS PICKUP	S	B		N	03	02	517,076	478,911	122,973	7/7/2022	O	7/6/2027
4700000107	LYNKER CORPORATION LEESBURG, VA 20176	FLOOD WARNING OPERATION SYSTEM	A	B		N	N	07	663,724	379,708	308,538	11/1/2022	O	10/31/2027
4700000110	VJP ENTERPRISES INC VJP HYDRAULICS VJP HYDRAULICS GANSEVOORT, NY 12831	HYDRAULIC RAM SERVICE	S	2	8	N	N	01	100,583	97,724	29,835	3/20/2023	C	3/19/2024
4700000111	POSEIDON LLC POSEIDON BARGE POSEIDON BARGE BERNE, IN 46711	MODULAR BARGE ASSEMBLY	E	B		F	N	02	1,126,725	1,128,225	0	4/4/2023	C	3/31/2024
4700000112	LANDMARK ARCHAEOLOGY INC ALTAMONT, NY 12009	CANAL CULTURAL RESOURCES	P	B		N	03	07	39,379	0	0	6/1/2023	O	5/31/2028
4700000113	RICHARD GRUBB AND ASSOCIATES INC CRANBURY, NJ 08512	CANAL CULTURAL RESOURCES	P	B		N	03	07	5,000	0	0	6/1/2023	O	5/31/2028
4700000114	HARTGEN ARCHEOLOGICAL ASSOCIATES INC ASSOCIATES INC RENSSELAER, NY 12144	CANAL CULTURAL RESOURCES	P	B		N	N	07	5,000	0	0	6/1/2023	O	5/31/2028
4700000115	ENVIRONMENTAL DESIGN AND RESEARCH LNDSCPE ARCHIT ENGN AND ENVIR SRV DPC LNDSCPE ARCHIT ENGN & ENVIR SRV DPC ROCHESTER, NY 14607	CANAL CULTURAL RESOURCES	P	B		N	03	07	21,865	0	0	6/1/2023	O	5/31/2028
4700000116	THE RESEARCH FOUNDATION FOR SUNY ALBANY, NY 12201	CANAL CULTURAL RESOURCES	P	B		N	N	07	5,000	0	0	6/1/2023	O	5/31/2028
4700000118	PACE ANALYTICAL SERVICES LLC ALPHA ANALYTICAL INC ALPHA ANALYTICAL INC ROSEVILLE, MN 55113	ENVIRONMENTAL LABORATORY SAMPLING TESTING SERVICES	P	B		F	N	02	32,215	17,178	17,178	8/22/2023	O	8/21/2028
4700000119	ADIRONDACK ENVIRONMENTAL SERVICES INC INC ALBANY, NY 12207	ENVIRONMENTAL LABORATORY SAMPLING TESTING SERVICES	P	B		N	03	02	196,250	185,015	90,126	8/22/2023	O	8/21/2028
4700000121	BLOUNT BOATS INC WARREN, RI 02885	VESSEL FABRICATION	E	B		F	N	01	15,238,474	8,050,799	6,245,948	7/31/2023	O	7/30/2028
4700000123	SILVERBACK INDUSTRIES LLC IAN GRACEY IAN GRACEY TACOMA, WA 98421	28' ALUMINUM LANDING CRAFT	A	B		F	N	01	2,254,453	2,254,388	371,888	8/1/2023	C	7/31/2024

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
4700000124	MILLER ENVIRONMENTAL GROUP INC NEW YORK, NY 10087	CANALS EMERGENCY SPILL RESPONSE SERVICES	S	B		N	N	02	130,294	87,645	78,107	11/1/2023	O	10/31/2026
4700000125	MILLER ENVIRONMENTAL GROUP INC NEW YORK, NY 10087	CANALS WASTE COLLECTION AND DISPOSAL SERVICES	S	B		F	N	03	28,120	25,690	25,690	4/1/2024	O	3/31/2029
4700000126	CLEAN HARBORS ENVIRONMENTAL SERVICES INC SERVICES INC NORWELL, MA 02061	CANALS WASTE COLLECTION AND DISPOSAL SERVICES	S	B		F	N	03	5,000	0	0	4/1/2024	O	3/31/2029
4700000127	AENY ENGINEERING PC DBA AENY DBA AENY NORTHPORT, NY 11768	NAVAL ARCHITECT AND ENGINEERING SERVICES	A	B		N	N	04	115,000	95,889	95,889	6/3/2024	O	6/2/2029
4700000128	C. R. CUSHING AND CO INC NEW YORK, NY 10007	NAVAL ARCHITECT AND ENGINEERING SERVICES	A	B		N	N	04	5,000	0	0	6/3/2024	O	6/2/2029
4700000129	BRISTOL HARBOR GROUP INC BRISTOL, RI 02809	NAVAL ARCHITECT AND ENGINEERING SERVICES	A	B		F	N	04	5,000	0	0	6/3/2024	O	6/2/2029
4700000131	AECOM USA INC NEW YORK, NY 10004	STATEWIDE DAM SAFETY ENGINEERING SUPPORT	P	B		N	N	09	5,000	0	0	7/1/2024	O	6/30/2029
4700000132	GEI CONSULTANTS INC PC WOBURN, MA 01801	STATEWIDE DAM SAFETY ENGINEERING SUPPORT	P	B		N	N	09	5,000	0	0	7/19/2024	O	7/18/2029
4700000133	GZA GEOENVIRONMENTAL OF NEW YORK NORWOOD, MA 02062	STATEWIDE DAM SAFETY ENGINEERING SUPPORT	P	B		N	N	09	383,500	0	0	6/26/2024	O	6/25/2029
4700000134	SCHNABEL-LACHEL ENGINEERING PC DBA SCHNABEL ENGINEERING OF DBA SCHNABEL ENGINEERING OF CLIFTON PARK, NY 12065	STATEWIDE DAM SAFETY ENGINEERING SUPPORT	P	B		N	N	09	5,000	0	0	8/12/2024	O	8/11/2029
4700000135	C D PERRY LLC TROY, NY 12181	ON DEMAND INFRASTRUCTURE REPAIR WORK	C	B		N	N	05	1,073,108	44,943	44,943	6/20/2024	O	6/19/2029
4700000136	HOHL INDUSTRIAL SERVICES INC TONAWANDA, NY 14150	ON DEMAND INFRASTRUCTURE REPAIR WORK	C	B		N	N	05	3,149,214	186,093	186,093	6/20/2024	O	6/19/2029
4700000137	TIOGA CONSTRUCTION CO INC HERKIMER, NY 13350	ON DEMAND INFRASTRUCTURE REPAIR WORK	C	B		N	N	05	1,437,613	43,500	43,500	7/1/2024	O	6/30/2029
4700000139	COLLIERS ENGINEERING AND DESIGN ARCHITECTURE, LANDSCAPE ARCH ARCHITECTURE, LANDSCAPE ARCH HOLMDEL, NJ 07733	STATEWIDE DAM SAFETY ENGINEERING SUPPORT	P	B		N	N	09	5,000	0	0	7/23/2024	O	7/22/2029
4700000140	WSP USA INC NEW YORK, NY 10119	STATEWIDE CANAL STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	5,000	0	0	11/5/2024	O	11/4/2029
4700000141	M G MCLAREN ENGINEERING AND LAND SURVEYING PC SURVEYING PC WOODCLIFF LAKE, NJ 07677	STATEWIDE CANAL STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	5,000	0	0	11/5/2024	O	11/4/2029
4700000142	GREENMAN-PEDERSEN INC ALBANY, NY 12205	STATEWIDE CANAL STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	5,000	0	0	11/5/2024	O	11/4/2029
4700000143	CDM SMITH INC CDM CONSTRUCTORS INC CDM CONSTRUCTORS INC BOSTON, MA 02109	STATEWIDE CANAL STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	809,077	0	0	11/5/2024	O	11/4/2029
4700000144	COLLINS ENGINEERS P.C. WATERVLIET, NY 12189	STATEWIDE CANAL STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	5,000	0	0	11/5/2024	O	11/4/2029
4700000145	STANTEC CONSULTING SERVICES INC ROCHESTER, NY 14614	STATEWIDE CANAL STRUCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	5,000	0	0	11/5/2024	O	11/4/2029
4700000148	HOWARD L BOSWELL, ENGINEER AND LAND SURVEYOR, P.C. LAND SURVEYOR, P.C. SOUTH HACKENSACK, NJ 07606	STATEWIDE CANAL STURCTURAL INSPECTION SUPPORT SERVICES	P	B		N	N	07	5,000	0	0	11/13/2024	O	11/12/2029
PO-V30113	MIDWAY INDUSTRIAL SUPPLY INC AMHERST, NY 14228	VARIOUS INCLUDING PAINTS	E	A		N	N				23,689			
PO-V14586	MOTION INDUSTRIES INC NORTH TONAWANDA, NY 14120	VARIOUS INCLUDING MASKS DISCS BUTANE	E	A		N	N				43,528			
PO-V01463	NAPA AUTO PARTS DBA FOR GENUINE PARTS CO DBA FOR GENUINE PARTS CO NIAGARA FALLS, NY 14304	VARIOUS INCLUDING BATTERY	E	A		N	N				74,142			
PO-V00796	PRAXAIR DISTRIBUTION INC BUFFALO, NY 14212	VARIOUS INCLUDING TORCHES	E	A		N	N				10,032			
PO-V00919	SCHAEFER PLUMBING SUPPLY CO INC BUFFALO, NY 14203	VARIOUS INCLUDING SLOAN FAUCET	E	A		N	N				15,431			
PO-V02778	IRR SUPPLY CENTERS INC N TONAWANDA, NY 14120	VARIOUS INCLUDING SLOAN PARTS	E	A		N	N				11,154			
PO-V00940	GRAYBAR ELECTRIC CO INC CHEEKTOWAGA, NY 14225	VARIOUS INCLUDING MEDIA MODULE	E	A		N	N				71,005			
PO-V16491	R P FEDDER CORP SYRACUSE, NY 13206	VARIOUS INCLUDING CAMFIL FILTERS	E	A		N	N				6,894			
PO-V04009	UPSTATE STEEL INC BLASDELL, NY 14219	VARIOUS INCLUDING STOCK STEEL	E	A		N	08				23,972			
PO-V07099	MCMASTER-CARR SUPPLY CO CHICAGO, IL 60680	VARIOUS INCLUDING GAUGES PLIERS	E	A		F	N				80,345			
PO-V05389	WEST MARINE PRODUCTS INC WEST MARINE PRO WEST MARINE PRO BUFFALO, NY 14207	VARIOUS INCLUDING BATTERIES	E	A		N	N				15,862			
PO-V10340	NORTH STAR SUPPLY CO INC BUFFALO, NY 14206	VARIOUS INCLUDING CHANNEL STRUT FLANGE ROD	E	A		N	N				7,596			
PO-V27915	OIL FILTRATION SYSTEMS LLC BOERNE, TX 78006	VARIOUS INCLUDING OIL FILTER	E	A		F	N				10,783			
PO-V13675	AIRLINE HYDRAULICS CORP BENSALEM, PA 19020	VARIOUS INCLUDING POWER SUPPLY UNIT	E	A		F	N				5,251			
PO-V02841	F AND F INDUSTRIAL EQUIPMENT CORP MIDDLETOWN, NY 10941	VARIOUS INCLUDING CONNECTOR TERMINAL BLOCK	E	A		N	N				322,033			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V17290	CENTRAL AIR COMPRESSOR CO WARREN, MI 48092	VARIOUS INCLUDING AIR DRYER ELEMENT	E	A		F	N				7,900			
PO-V26547	WELLS TECHNOLOGY INC BEMIDJI, MN 56601	VARIOUS INCLUDING PLIERS ANCHORS LOCK AND KEY SET	E	A		F	04				230,086			
PO-V28848	BASIL FORD OF NIAGARA FALLS INC NIAGARA FALLS, NY 14304	VARIOUS INCLUDING WIPER PARTS	E	A		N	N				10,335			
PO-V00872	FILTRATION UNLTD LLC AKRON, NY 14001	VARIOUS INCLUDING PLEATED FILTERS	E	A		N	N				62,955			
PO-V08120	TRANSCAT INC ROCHESTER, NY 14624	VARIOUS INCLUDING REPAIR OF MEGGER BATTERY TRACER	E	A		N	N				39,219			
PO-V02239	DIVAL SAFETY EQUIPMENT INC BUFFALO, NY 14207	VARIOUS INCLUDING GAS EYE WASH STATION	E	A		N	N				128,277			
PO-V06055	CS BUSINESS SYSTEMS INC BUFFALO, NY 14209	VARIOUS INCLUDING NETGEAR ETHERNET SWITCHES	E	A		N	04				484,342			
PO-V29272	B AND H PHOTO VIDEO DBA FOR BANDH FOTO AND ELECTRONICS CORP DBA FOR B&H FOTO & ELECTRONICS CORP NEW YORK, NY 10001	VARIOUS INCLUDING BATTERY LAPTOP BAG	E	A		N	N				66,722			
PO-V22031	FALLS DODGE DBA JOE CECCONI'S CHRYSLER COMPLEX DBA JOE CECCONI'S CHRYSLER COMPLEX NIAGARA FALLS, NY 14304	VARIOUS INCLUDING SENSOR PARTS	E	A		N	N				12,255			
PO-V08233	NORTHERN TOOL AND EQUIPMENT BURNSVILLE, MN 55337	VARIOUS INCLUDING BATTERY RACK SOCKET SET	E	A		F	N				11,565			
PO-V32918	MICROCAD TRAINING AND CONSULTING INC WATERTOWN, MA 02472	VARIOUS INCLUDING PRINTER TONER	E	A		F	N				12,177			
PO-V06190	EATON OFFICE SUPPLY CO INC AMHERST, NY 14228	VARIOUS INCLUDING WHITEBOARD	E	A		N	03				37,369			
PO-V03280	NEW PIG CORP TIPTON, PA 16684	VARIOUS INCLUDING WIPERS	E	A		F	N				53,564			
PO-V00815	DOBMEIER JANITOR SUPPLY INC BUFFALO, NY 14223	VARIOUS INCLUDING SIGNS MOPS TREATMENT	E	A		N	N				22,581			
PO-V07898	HILTI INC AMHERST, NY 14226	VARIOUS INCLUDING DRILL BIT ANCHOR SETTING TOOL	E	A		N	N				9,760			
PO-V01383	SIEWERT EQUIPMENT DIV OF CUMMINS-WAGNER-SIEWERT LLC DIV OF CUMMINS-WAGNER-SIEWERT LLC ROCHESTER, NY 14609	VARIOUS INCLUDING SEAL TUBE	E	A		N	N				9,050			
PO-V07027	MEGGER AVO MULTI-AMP CORP AVO MULTI-AMP CORP DALLAS, TX 75211	VARIOUS INCLUDING CALIBRATIONS AND CERTIFICATIONS	E	A		F	N				12,091			
PO-V23047	REGIONAL INTERNATIONAL CORP HENRIETTA, NY 14467	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				6,247			
PO-V01447	WESTERN NEW YORK FLUID SYSTEM TECHNOLOGIES INC TECHNOLOGIES INC EAST SYRACUSE, NY 13057	VARIOUS INCLUDING SEAL KIT FITTING	E	A		N	N				11,673			
PO-V07822	SEALING DEVICES INC LANCASTER, NY 14086	VARIOUS INCLUDING GASKETS	E	A		N	N				23,130			
PO-V33167	REXEL USA INC SYRACUSE, NY 13206	VARIOUS INCLUDING LAMP SENSOR	E	A		N	N				16,112			
PO-V00943	FERGUSON ENTERPRISES INC DEPEW, NY 14043	VARIOUS INCLUDING NO HUB PIPING	E	A		N	N				9,262			
PO-V07593	NOCO ENERGY CORP TONAWANDA, NY 14150	FUEL	E	A		N	N				14,580			
PO-V24449	SKYWORKS LLC BUFFALO, NY 14206	VARIOUS INCLUDING CONTROL JOYSTICK	E	A		N	N				18,782			
PO-V39516	VERATICS INC GOVETS GOVETS MELBOURNE BEACH, FL 32951	VARIOUS INCLUDING TOOLS PAINT MARKERS	E	A		F	N				78,048			
PO-V09072	OTT HYDROMET CORP STERLING, VA 20164	VARIOUS INCLUDING WHEEL	E	A		F	N				10,029			
PO-V00954	HANES SUPPLY INC BUFFALO, NY 14206	VARIOUS INCLUDING PLIERS WRENCH SCREWDRIVER CLEANER	E	A		N	N				53,729			
PO-V23389	RADWELL INTERNATIONAL INC LUMBERTON, NJ 08048	VARIOUS INCLUDING CONTROLLER	E	A		F	N				26,437			
PO-V33128	REXEL USA INC CHEEKTOWAGA, NY 14225	VARIOUS INCLUDING JUMPERS	E	A		N	N				29,724			
PO-V20666	STUART C IRBY CO LIVERPOOL, NY 13088	VARIOUS INCLUDING LUBRICANT	E	A		N	N				84,186			
PO-V29505	LAKES PIPE AND SUPPLY CORP NIAGARA FALLS, NY 14302	VARIOUS INCLUDING PIPE ELBOW	E	A		N	N				18,453			
PO-V33857	COOPERFRIEDMAN ELECTRIC SUPPLY CO INC CO INC CRANBURY, NJ 08512	VARIOUS INCLUDING COILPAK CART	E	A		F	N				63,262			
PO-V19770	STEELCASE INC C/O PRENTICE OFFICE ENVIRONMENTS C/O PRENTICE OFFICE ENVIRONMENTS GRAND RAPIDS, MI 49508	VARIOUS INCLUDING PM DESK RETROFIT	E	A		F	N				20,263			
PO-V09036	HAYES PUMP INC FAIRFIELD, NJ 07004	VARIOUS INCLUDING SEALS AND GASKETS	E	A		F	N				11,856			
PO-V17588	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT BATAVIA, NY 14020	VARIOUS INCLUDING CONNECTOR	E	A		N	N				27,099			
PO-V08138	U-LINE INC KENOSHA, WI 53144	VARIOUS INCLUDING PLASTIC BINS DIVIDERS	E	A		F	N				84,292			
PO-V16707	A AND M INDUSTRIAL INC RAHWAY, NJ 07065	VARIOUS INCLUDING BAND HEATER	E	A		F	N				73,436			
PO-V04929	FIBER INSTRUMENT SALES INC ORISKANY, NY 13424	VARIOUS INCLUDING PLENUM CABLE ADAPTER	E	A		N	N				34,150			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V23718	CDW COMPUTER CENTER INC CDW GOV'T SALES CDW GOV'T SALES SHELTON, CT 06484	VARIOUS INCLUDING CABINET SHELF	E	A		F	N				83,990			
PO-V24037	GOODYEAR AUTO SERVICE CENTER NIAGARA FALLS, NY 14304	VARIOUS INCLUDING FLEET TIRES	E	A		N	N				15,698			
PO-V25993	FLEET MAINTENANCE INC WEST SENECA, NY 14224	VARIOUS INCLUDING BATTERY DISCONNECT	E	A		N	03				5,761			
PO-V02388	FRENCHIE'S FORD INC MASSENA, NY 13662	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				34,546			
PO-V31190	RAPID REFILL DBA FOR ANGEL HAVEN ENTERPRISES INC DBA FOR ANGEL HAVEN ENTERPRISES INC TONAWANDA, NY 14150	VARIOUS INCLUDING OFFICE PAPER	E	A		N	02				5,235			
PO-V20312	GRAPHIC PRODUCTS BEAVERTON, OR 97005	VARIOUS INCLUDING PRINTER RIBBON	E	A		F	N				6,336			
PO-V22765	MODULAR COMFORT SYSTEMS INC SYRACUSE, NY 13209	VARIOUS INCLUDING BOARDS	E	A		N	N				21,085			
PO-V28320	RP ADAMS ADAMS SFC INC ADAMS SFC INC TONAWANDA, NY 14150	VARIOUS INCLUDING COVER GASKET	E	A		N	N				15,436			
PO-V02193	FOX FENCE INC NIAGARA FALLS, NY 14305	VARIOUS INCLUDING EDGE SENSOR	E	A		N	N				9,435			
PO-V23932	DILO COMPANY INC ODESSA, FL 33556	VARIOUS INCLUDING DISCHARGE RECOVERY BAG	E	A		F	N				27,820			
PO-V00777	CORR DISTRIBUTORS INC TONAWANDA, NY 14150	VARIOUS INCLUDING FLOOR MAT	E	A		N	03				18,472			
PO-V01842	VOLLAND ELECTRIC EQUIPMENT CORPORATION CORPORATION CHEEKTOWAGA, NY 14227	VARIOUS INCLUDING DISCONNECT PANEL	E	A		N	N				6,240			
PO-V38569	SNAPPY SOLUTIONS INC EAST HAMPTON, NY 11937	VARIOUS INCLUDING CLEANER	E	A		N	03				15,883			
PO-V37612	STARK EQUIPMENT LLC STARK TECHNOLOGIES GROUP LLC STARK TECHNOLOGIES GROUP LLC TONAWANDA, NY 14150	VARIOUS INCLUDING DUCT HEATER	E	A		N	N				16,498			
PO-V24070	CHOCTAW-KAUL DISTRIBUTION COMPANY DETROIT, MI 48208	VARIOUS INCLUDING RUBBER GLOVES	E	A		F	N				5,213			
PO-V35685	SNAP ON INCORPORATED SNAP ON INDUSTRIAL, IDSC HOLDING LL SNAP ON INDUSTRIAL, IDSC HOLDING LL CRYSTAL LAKE, IL 60014	VARIOUS INCLUDING SHOP TOOLS	E	A		F	N				44,365			
PO-V38622	M AND M INSULATION INC EDEN, NY 14057	VARIOUS INCLUDING FIBERGLASS INSULATION INSTALLATION	E	A		N	N				5,590			
PO-V13840	BRADY WORLDWIDE INC DBA ELECTROMARK DBA ELECTROMARK MILWAUKEE, WI 53223	VARIOUS INCLUDING SAFETY TAG	E	A		F	N				10,332			
PO-V34469	RESILIENT SUPPORT SERVICES INC SARATOGA SPRINGS, NY 12866	VARIOUS INCLUDING ARM GATE	E	A		N	02				50,579			
PO-V27160	TSI POWER CORP ANTIGO, WI 54409	VARIOUS INCLUDING CONTROL BOARD	E	A		F	N				8,195			
PO-V01788	F W WEBB CO SYRACUSE, NY 13214	VARIOUS INCLUDING CAST IRON PIPE	E	A		N	N				16,318			
PO-V39257	BASIL MITSUBISHI BMC VENTRURE1 LLC BMC VENTRURE1 LLC BUFFALO, NY 14221	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				12,734			
PO-V12212	RS RS AMERICAS INC RS AMERICAS INC ROCHESTER, NY 14623	VARIOUS INCLUDING RELAY	E	A		N	N				13,673			
PO-V03464	GUI'S LUMBER AND HOME CENTER NIAGARA FALLS, NY 14304	VARIOUS INCLUDING LUMBER	E	A		N	03				12,542			
PO-V37716	TERMINAL SUPPLY COMPANY TROY, MI 48084	VARIOUS INCLUDING GARAGE PARTS	E	A		F	N				13,637			
PO-V19565	DOOR SPECIALTIES INC TONAWANDA, NY 14150	VARIOUS INCLUDING REPLACEMENT DOOR HANDLE	E	A		N	N				23,336			
PO-V35614	BUFFALO CONCRETE ACCESSORIES LLC BUFFALO, NY 14215	VARIOUS INCLUDING POLYSEAL SLIP STOP	E	A		N	09				7,531			
PO-V38791	CCI-ATX LLC DETROIT, MI 48210	VARIOUS INCLUDING LINT FREE CLOTH	E	A		F	N				13,710			
PO-V16656	DOWD BATTERY CO INC GRAND ISLAND, NY 14072	VARIOUS INCLUDING BATTERY	E	A		N	N				14,167			
PO-V02214	SUPERIOR LUBRICANTS CO INC N TONAWANDA, NY 14120	VARIOUS INCLUDING DRUM OIL	E	A		N	N				31,194			
PO-V26431	NATIONAL INDUSTRIES FOR THE BLIND NEW YORK STATE PSP FOR THE BLIND NEW YORK STATE PSP FOR THE BLIND ALBANY, NY 12207	VARIOUS INCLUDING GLOVES	E	A		N	N				55,778			
PO-V33888	PIONEER MOTORSPORT INC CHAFFEE, NY 14030	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				10,490			
PO-V18931	EMERSON PROCESS MANAGEMENT POWER AND WATER SOLUTIONS INC & WATER SOLUTIONS INC FREEDOM, PA 15042	VARIOUS INCLUDING ELEMENT FILTERS	E	A		F	N				14,357			
PO-V15232	PRENTICE OFFICE ENVIRONMENTS INC BUFFALO, NY 14202	VARIOUS INCLUDING OFFICE FURNITURE	E	A		N	03				6,768			
PO-V29744	WESCO DISTRIBUTION INC CHEEKTOWAGA, NY 14225	VARIOUS INCLUDING METER TAPE	E	A		N	N				21,183			
PO-V18739	STEPHENSON EQUIPMENT INC HARRISBURG, PA 17111	VARIOUS INCLUDING BLOCKING VALVE KIT	E	A		F	N				17,804			
PO-V24916	INTIVITY INC EAST ROCHESTER, NY 14445	VARIOUS INCLUDING WARN WIRELESS WINCH	E	A		N	04				29,195			
PO-V25925	WAGNER PRECISION INC N TONAWANDA, NY 14120	VARIOUS INCLUDING HEAD COVER DOWEL	E	A		N	N				6,390			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V28695	BUY DOOR HARDWARE NOW DBA FOR NETTLES INVESTMENTS INC DBA FOR NETTLES INVESTMENTS INC LEES SUMMIT, MO 64064	VARIOUS INCLUDING DOOR CLOSERS	E	A		F	N				17,295			
PO-V34770	RUSSELLS TREE AND SHRUB FARM LLC EAST AMHERST, NY 14051	VARIOUS INCLUDING FLOWERS	E	A		N	N				5,009			
PO-V01938	HYTORC DIV UNEX CORP MAHWAH, NJ 07430	VARIOUS INCLUDING HOSE ASSEMBLY	E	A		F	N				10,383			
PO-V19763	JOHNSON CONTROLS INC AMHERST, NY 14228	VARIOUS INCLUDING VIEW CAMERAS	E	A		N	N				294,502			
PO-V00773	COOPER SIGN CO DBA FOR COOPER NEON SIGN CO INC DBA FOR COOPER NEON SIGN CO INC NIAGARA FALLS, NY 14304	VARIOUS INCLUDING ALUMINUM SIGN	E	A		N	03				9,088			
PO-V08106	GLOBAL EQUIPMENT CO INC DBA GLOBAL INDUSTRIAL DBA GLOBAL INDUSTRIAL PORT WASHINGTON, NY 11050	VARIOUS INCLUDING MIRRORS	E	A		N	N				21,603			
PO-V29982	HAUN WELDING SUPPLY INC BUFFALO, NY 14217	VARIOUS INCLUDING ACETYLENE	E	A		N	N				13,122			
PO-V28001	WORTHINGTON COMPRESSOR SERVICES SOUTHERN PARTS AND ENGINEERING CO LLC SOUTHERN PARTS & ENGINEERING CO LLC ALPHARETTA, GA 30005	VARIOUS INCLUDING GASKET	E	A		F	N				13,674			
PO-V04263	S AND B COMPUTER AND OFFICE PRODUCTS INC PRODUCTS INC ROUND LAKE, NY 12151	VARIOUS INCLUDING COPY PAPER	E	A		N	07				57,451			
PO-V29442	HERC RENTALS INC TONAWANDA, NY 14150	VARIOUS INCLUDING COMPACT LIFT	E	A		N	N				6,624			
PO-V01167	MOORE'S TIRE SALES INC UTICA, NY 13501	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				9,476			
PO-V13583	MEIER SUPPLY CO INC CHEEKTOWAGA, NY 14225	VARIOUS INCLUDING FILTERS	E	A		N	N				9,055			
PO-V25296	MOLEY MAGNETICS INC LOCKPORT, NY 14094	VARIOUS INCLUDING BALDOR MOTOR	E	A		N	N				6,747			
PO-V38685	ALLEGIANCE TRUCKS SYRACUSE AT CENTRAL NEW YORK LLC AT CENTRAL NEW YORK LLC STAMFORD, CT 06902	VARIOUS INCLUDING PARTS AND SERVICE INFO	E	A		F	N				5,794			
PO-V31549	BRENNTAG NORTH AMERICA INC BWE-LLC (NOCO LUBRICANTS) BWE-LLC (NOCO LUBRICANTS) HOUSTON, TX 77033	VARIOUS INCLUDING LUBRICATING OIL	E	A		F	N				9,953			
PO-V29768	HUBBELL POWER SYSTEMS INC CENTRALIA, MO 65240	VARIOUS INCLUDING TMX CARD REPAIRS	E	A		F	N				12,994			
PO-V02318	ACI CONTROLS INC CHEEKTOWAGA, NY 14227	VARIOUS INCLUDING GAUGE	E	A		N	N				25,003			
PO-V04748	NYS INDUSTRIES FOR THE DISABLED INC ALBANY, NY 12203	VARIOUS INCLUDING PAPER TOWELS	E	A		N	N				7,801			
PO-V20729	MOORE TIRE SALES INC OWEGO, NY 13827	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				15,628			
PO-V14470	PRECISION PROCESS EQUIPMENT INC NIAGARA FALLS, NY 14304	VARIOUS INCLUDING WIRE MESH STRAINER	E	A		N	N				5,080			
PO-V28613	GE ENERGY MANAGEMENT SERVICES LLC DBA FOR GRID SOLUTIONS (US) LLC DBA FOR GRID SOLUTIONS (US) LLC ATLANTA, GA 30339	VARIOUS INCLUDING GE B90 REPAIR	E	A		F	N				5,360			
PO-V09320	VIKING-CIVES (USA) HARRISVILLE, NY 13648	VARIOUS INCLUDING PLOW PARTS	E	A		N	N				16,757			
PO-V04736	BRIMAR INDUSTRIES INC GARFIELD, NJ 07026	VARIOUS INCLUDING NAMEPLATE SIGN POST	E	A		F	N				9,567			
PO-V28559	PIERCE STEEL FABRICATORS INC OLEAN, NY 14760	VARIOUS INCLUDING SEAMLESS PIPE	E	A		N	N				5,514			
PO-V27509	GILLEE'S AUTO TRUCK AND MARINE INC MASSENA, NY 13662	VARIOUS INCLUDING WHEEL BEARING	E	A		N	N				73,423			
PO-V12442	NIAGARA COATINGS SERVICES INC NIAGARA FALLS, NY 14304	VARIOUS INCLUDING JONCAIRE 2 HATCH REFURBISHMENT	E	A		N	N				9,230			
PO-V01162	MTE EQUIPMENT SOLUTIONS INC WEST HENRIETTA, NY 14586	VARIOUS INCLUDING BELT PARTS	E	A		N	N				5,027			
PO-V02734	AIRLINE HYDRAULICS CORP PHILADELPHIA, PA 19178	VARIOUS INCLUDING SEAL KITS	E	A		F	N				5,022			
PO-V38225	ECHELON DISTRIBUTION LLC AUBURN, CA 95603	VARIOUS INCLUDING ANTENNA	E	A		F	02				28,497			
PO-V26790	VOSS MANUFACTURING INC SANBORN, NY 14132	VARIOUS INCLUDING ANDALE DISC	E	A		N	N				9,953			
PO-V04420	BUFFALO HYDRAULIC JACK SERVICE BUFFALO, NY 14211	VARIOUS INCLUDING HYDRAULIC HOSE	E	A		N	N				8,084			
PO-V04241	MOHAWK LTD CHADWICKS, NY 13319	VARIOUS INCLUDING REPAIR OF BURNDY CRIMPER	E	A		N	03				7,058			
PO-V14827	GOERGEN-MACKWIRTH CO INC NIAGARA FRONTIER CUSTOM FABRICATION NIAGARA FRONTIER CUSTOM FABRICATION TONAWANDA, NY 14150	VARIOUS INCLUDING CUSTOM RETAINER PLATE	E	A		N	N				5,020			
PO-V08137	DOBLE ENGINEERING CORP MARLBOROUGH, MA 01752	VARIOUS INCLUDING AUTO OHM CALIBRATION	E	A		F	N				8,225			
PO-V29600	KELLY AND HAYES ELECTRICAL SUPPLY OF L I INC OF L I INC NESCONSET, NY 11767	VARIOUS INCLUDING ELECTROSWITCH	E	A		N	N				25,851			
PO-V01294	QUALITROL COMPANY LLC FAIRPORT, NY 14450	VARIOUS INCLUDING GAUGE	E	A		N	N				10,679			
PO-V02658	BARON USA INC COOKEVILLE, TN 38501	OIL PROCESSOR RENTAL	E	A		F	N				16,500			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O \ C	END DATE
PO-V34194	EPAUL DYNAMICS DBA FOR GUS PAUL SWIMMING POOLS INC DBA FOR GUS PAUL SWIMMING POOLS INC PORT WASHINGTON, NY 11050	VARIOUS INCLUDING COMPRESSOR OIL	E	A		N	03				51,189			
PO-V05782	CDW COMPUTER CENTER INC CDW GOV'T SALES CDW GOV'T SALES VERNON HILLS, IL 60061	VARIOUS INCLUDING VNC SERVER SUPPORT RENEWAL	E	A		F	N				30,018			
PO-V27264	HYDRO AIR HUGHES LLC CLARENCE, NY 14031	VARIOUS INCLUDING VALVE KIT	E	A		N	N				6,024			
PO-V09940	NORTHERN SAFETY CO INC UTICA, NY 13504	VARIOUS INCLUDING SAFETY CONES	E	A		N	N				26,342			
PO-V01617	MODERN DISPOSAL SERVICES INC MODEL CITY, NY 14107	VARIOUS INCLUDING HOLDING TANK PUMP OUT	E	A		N	N				120,532			
PO-V29761	GRADE A PETROLEUM CORP VALLEY STREAM, NY 11580	FUEL	E	A		N	N				33,812			
PO-V15455	MITCHELL 1 SAN DIEGO, CA 92150	VARIOUS INCLUDING SHOP KEY RENEWAL	E	A		F	N				15,086			
PO-V00959	HAUN WELDING SUPPLY INC SYRACUSE, NY 13206	VARIOUS INCLUDING STAY SILV	E	A		N	N				8,249			
PO-V01154	MCMASTER-CARR SUPPLY CO CHICAGO, IL 60680	VARIOUS INCLUDING GATE PARTS	E	A		F	N				33,426			
PO-V21113	WARNER SALES AND SERVICE INC ROME, NY 13440	VARIOUS INCLUDING AXLE SHAFT	E	A		N	N				26,027			
PO-V04586	JEFFORDS STEEL AND ENGINEERING CO JEFFORDS STEEL AND SPECIALITY CO INC JEFFORDS STEEL & SPECIALITY CO INC PLATTSBURGH, NY 12901	VARIOUS INCLUDING ALUMINUM	E	A		N	N				14,335			
PO-V01130	MAZIUK WHOLESALE DISTRIBUTORS AJEO ENTERPRISES INC AJEO ENTERPRISES INC SYRACUSE, NY 13204	VARIOUS INCLUDING GATE PARTS	E	A		N	N				12,350			
PO-V14516	TRIPLE A LUMBER INC MASSENA, NY 13662	VARIOUS INCLUDING PLYWOOD	E	A		N	N				23,657			
PO-V22242	AIRGAS USA LLC DBA FOR AIRGAS INC DBA FOR AIRGAS INC BRUSHTON, NY 12916	VARIOUS INCLUDING MECHANICAL MISC	E	A		N	N				33,447			
PO-V01179	MCQUADE AND BANNIGAN INC UTICA, NY 13503	VARIOUS INCLUDING FUEL PUMP KUBOTA BELT	E	A		N	N				12,108			
PO-V06442	GRAYBAR ELECTRIC CO INC SYRACUSE, NY 13206	VARIOUS INCLUDING RUSH MATERIAL	E	A		N	N				7,254			
PO-V33537	ABCD SANITATION LLC DBA FOR RICHARD ST HILAIRE DBA FOR RICHARD ST HILAIRE MOIRA, NY 12957	VARIOUS INCLUDING PORTABLE TOILET RENTAL	E	A		N	N				5,250			
PO-V34422	TIREHUB LLC DUNWOODY, GA 30346	VARIOUS INCLUDING FLEET TIRES	E	A		F	N				15,662			
PO-V27888	CAMFIL USA INC SYRACUSE, NY 13206	VARIOUS INCLUDING AIR FILTERS	E	A		N	N				62,254			
PO-V30624	SUPERIOR LUBRICANTS COMPANY INC NORTH TONAWANDA, NY 14120	VARIOUS INCLUDING HYDRAULIC AW32	E	A		N	N				17,995			
PO-V08436	STAPLES CONTRACTANDCOMMERCIAL INC STAPLES BUSINESS ADVANTAGE STAPLES BUSINESS ADVANTAGE EAST SYRACUSE, NY 13057	VARIOUS INCLUDING STAPLES SUPPLIES	E	A		N	N				26,079			
PO-V01349	ST LAWRENCE SUPPLY CO POTSDAM, NY 13676	VARIOUS INCLUDING DISHWASHER CLEANER	E	A		N	N				21,946			
PO-V33348	AMETEK POWER INSTRUMENTS ROCHESTER, NY 14605	VARIOUS INCLUDING EVALUATE AND REPAIR UPLC	E	A		N	N				11,680			
PO-V01056	FRENCHIE'S CHEVROLET INC MASSENA, NY 13662	VARIOUS INCLUDING WHEEL ALIGNMENT	E	A		N	N				10,663			
PO-V00775	CORKY'S COLLISION MASSENA, NY 13662	VARIOUS INCLUDING COLLISION REPAIR	E	A		N	N				7,428			
PO-V09722	ALTEC INDUSTRIES INC BIRMINGHAM, AL 35246	VARIOUS INCLUDING BRAKE PARTS	E	A		F	N				6,852			
PO-V18656	SOUTHWORTH-MILTON INC SYRACUSE, NY 13205	VARIOUS INCLUDING SHOP STOCK	E	A		N	N				31,638			
PO-V04266	MASSENA PLUMBING SUPPLY DBA FOR HOWLAND PUMP AND SUPPLY CO DBA FOR HOWLAND PUMP & SUPPLY CO MASSENA, NY 13662	VARIOUS INCLUDING STOCK VALVES	E	A		N	N				14,885			
PO-V14562	OMICRON ELECTRONICS CORP USA HOUSTON, TX 77054	VARIOUS INCLUDING CALIBRATE OMICRON CMC 356	E	A		F	N				24,447			
PO-V38675	MOTION INDUSTRIES INC MASSENA, NY 13662	VARIOUS INCLUDING GASKET MATERIAL	E	A		N	N				27,455			
PO-V29222	HI-LINE UTILITY SUPPLY CO LLC DIV OF WESCO DISTRIBUTION INC DIV OF WESCO DISTRIBUTION INC WEBSTER, MA 01570	VARIOUS INCLUDING HIGH VOLTAGE GLOVES FOR NEW APPRENTICES	E	A		F	N				9,442			
PO-V03071	TRACEY ROAD EQUIPMENT INC EAST SYRACUSE, NY 13057	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				9,236			
PO-V17767	EMPIRE CRANE CO LLC NORTH SYRACUSE, NY 13212	VARIOUS INCLUDING TEREX PARTS	E	A		N	N				24,939			
PO-V01359	BURLINGTON SAFETY LABORATORY INC BURLINGTON, NJ 08016	VARIOUS INCLUDING RUBBER GLOVE AND SLEEVE TESTING	E	A		F	N				7,636			
PO-V25458	WHITE CAP CONSTRUCTION SUPPLY DBA FOR HD SUPPLY CONSTRUCTION DBA FOR HD SUPPLY CONSTRUCTION INDEPENDENCE, OH 44131	VARIOUS INCLUDING TOPPING ARDEX	E	A		F	N				26,918			
PO-V26706	NORTRAX INC GOUVERNEUR, NY 13642	VARIOUS INCLUDING OIL COOLER	E	A		N	N				7,709			
PO-V02396	AIR COMPRESSOR PARTS INC HANOVER, MA 02339	VARIOUS INCLUDING STOCK MATERIALS	E	A		F	N				5,558			
PO-V32667	MULTI MACHINE INC ASBURY, NJ 08802	VARIOUS INCLUDING ELECTRIC JOYSTICK	E	A		F	N				13,653			
PO-V04543	ROLFE INDUSTRIES INC CLIFTON PARK, NY 12065	VARIOUS INCLUDING HEADER VENT PLUG	E	A		N	03				8,018			

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V29946	PACEMAKER STEEL AND PIPING CO INC UTICA, NY 13501	VARIOUS INCLUDING ROLLED STOCK	E	A		N	N				6,642			
PO-V01099	LINEMEN'S SUPPLY DIVISION OF BUCKINGHAM MANUFACTURING COMPANY BUCKINGHAM MANUFACTURING COMPANY BINGHAMTON, NY 13902	VARIOUS INCLUDING LINECREW MATERIALS	E	A		N	N				49,707			
PO-V33895	TIREHUB LLC ATLANTA, GA 30346	VARIOUS INCLUDING FLEET TIRES	E	A		F	N				18,122			
PO-V10493	LEBERGE AND CURTIS INC CANTON, NY 13617	VARIOUS INCLUDING AUX CONTROLLER	E	A		N	N				5,018			
PO-V26916	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	VARIOUS INCLUDING OT PARTS	E	A		N	04				27,497			
PO-V00703	BARRETT PAVING MATERIALS INC NORWOOD, NY 13668	VARIOUS INCLUDING 2 IN CRUSHER RUN	E	A		N	N				17,756			
PO-V03104	TRIANGLE ENGINEERING INC HANOVER, MA 02339	VARIOUS INCLUDING WELDING COUPON	E	A		F	N				7,575			
PO-V00951	HACH CHEMICAL CO LOVELAND, CO 80539	VARIOUS INCLUDING HACH TUBING KIT	E	A		F	N				16,054			
PO-V21915	MX PETROLEUM CORP MASSENA, NY 13662	FUEL	E	A		N	N				15,704			
PO-V24075	SKYWORKS LLC BUFFALO, NY 14206	VARIOUS INCLUDING ANALYZER	E	A		N	N				9,469			
PO-V28389	BRADY WORLDWIDE INC MILWAUKEE, WI 53201	VARIOUS INCLUDING STOCK TAGS	E	A		F	N				14,964			
PO-V01153	MCMASTER-CARR SUPPLY CO CHICAGO, IL 60680	VARIOUS INCLUDING HARDWARE	E	A		F	N				106,255			
PO-V39262	POWER-FLO TECHNOLOGIES INC GARDEN CITY PARK, NY 11040	VARIOUS INCLUDING 23C INTAKE GATE HOIST MOTOR REPAIR	E	A		N	N				6,000			
PO-V08883	GRASSLAND EQUIPMENT AND IRRIGATION CORP IRRIGATION CORP LATHAM, NY 12110	VARIOUS INCLUDING ORINGS	E	A		N	N				6,556			
PO-V31332	EAGLE EYE POWER SOLUTIONS LLC MEQUON, WI 53092	VARIOUS INCLUDING HYDROMETER	E	A		F	N				9,178			
PO-V06980	SOUTHWEST MICROWAVE INC TEMPE, AZ 85284	VARIOUS INCLUDING TRANSCEIVER MODEL 380 S N 380 573012	E	A		F	N				7,656			
PO-V08300	SIGNS INC MALONE, NY 12953	VARIOUS INCLUDING HIGH VOLTAGE SIGNS	E	A		N	08				15,396			
PO-V29287	SUNY AT POTSDAM POTSDAM, NY 13676	VARIOUS INCLUDING CPP1 REVISION 12 BOOKS	E	A		N	N				5,737			
PO-V12345	SEAWAY TIMBER HARVESTING INC MASSENA, NY 13662	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				12,751			
PO-V33546	NORTH POINT TECHNOLOGY LLC ENDICOTT, NY 13760	VARIOUS INCLUDING IGNITION SOFTWARE SQL BRIDGE MODULE	E	A		N	N				6,560			
PO-V07475	KELLY SALES CORP MADRID, NY 13660	VARIOUS INCLUDING GM ANNEX DOOR REPAIR-EMERGENT	E	A		N	N				8,177			
PO-V37094	ABCD HARDWARE AND SUPPLY WINTHROP, NY 13697	VARIOUS INCLUDING GATE FENCE	E	A		N	N				7,541			
PO-V35154	JEFFORDS STEEL AND SPECIALTY CO INC JEFFORDS STEEL AND ENGINEERING COMP JEFFORDS STEEL AND ENGINEERING COMP PLATTSBURGH, NY 12901	VARIOUS INCLUDING SHEET ALUMINUM	E	A		N	N				9,987			
PO-V03460	CLINTON TRACTOR AND IMPLEMENT CO CLINTON, NY 13323	VARIOUS INCLUDING MOWER PARTS	E	A		N	N				8,698			
PO-V06472	MITTEN FLUID POWER INC SUBSIDIARY OF MITTEN MNGMNT INC SUBSIDIARY OF MITTEN MNGMNT INC SYRACUSE, NY 13206	VARIOUS INCLUDING FITTING	E	A		N	N				5,651			
PO-V40095	SYDENSTRICKER NOBBE PARTNERS INC CAZENOVIA, NY 13035	VARIOUS INCLUDING TEMPERATURE SENSOR	E	A		N	N				6,210			
PO-V28880	S AND S SANITATION AND EXCAVATION INC MALONE, NY 12953	VARIOUS INCLUDING WILLIS SUB PUMP OUT JULY	E	A		N	N				8,423			
PO-V24092	SHI INTERNATIONAL CORP SOMERSET, NJ 08873	VARIOUS INCLUDING TOAD FOR ORACLE BASE EDITION	E	A		F	N				339,775			
PO-V09555	SEFCOR INC GRIFFIN, GA 30224	VARIOUS INCLUDING TERMINAL COMPRESSION	E	A		F	N				7,854			
PO-V36137	BLOOD HOUND SUBSURFACE UTILITY IMAGING SUBSURFACE UTILITY IMAGING BROWNSBURG, IN 46112	VARIOUS INCLUDING GPR LOCATING	E	A		F	N				10,448			
PO-V01496	U S MATERIALS HANDLING CORPORATION EAST SYRACUSE, NY 13057	VARIOUS INCLUDING 4 TON GANTRY CRANE AND TROLLEY	E	A		N	N				7,177			
PO-V09466	DAIKIN APPLIED AMERICAS INC DBA DAIKIN APPLIED DBA DAIKIN APPLIED MINNEAPOLIS, MN 55441	VARIOUS INCLUDING TECHNICAL SUPPORT	E	A		F	N				5,072			
PO-V39243	VERTOSOFT LLC LEESBURG, VA 20175	VARIOUS INCLUDING CLAROTY SRA	E	A		F	N				109,622			
PO-V21665	NYE AUTOMOTIVE GROUP INC ONEIDA, NY 13421	VARIOUS INCLUDING LICENSE BULB STOCKET	E	A		N	N				136,658			
PO-V40233	UNITED CONSTRUCTION AND FORESTRY LLC SCARBOROUGH, ME 04074	VARIOUS INCLUDING HYDRAULIC CYLINDER	E	A		F	N				9,287			
PO-V06998	WESCO DISTRIBUTION INC SYRACUSE, NY 13201	VARIOUS INCLUDING WESCO 12 AWG WIRE	E	A		N	N				27,954			
PO-V30141	GREEN MOUNTAIN ELECTRIC SUPPLY INC COLCHESTER, VT 05446	VARIOUS INCLUDING GREEN MOUNTAIN ELECTRIC 12 AWG WIRE	E	A		F	N				20,918			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V40350	HUSE TIRE NORTH LAWRENCE, NY 12967	VARIOUS INCLUDING FLEET TIRES	E	A		N	N				5,537			
PO-V26840	U S MATERIALS HANDLING CORP UTICA, NY 13502	VARIOUS INCLUDING CM ELECTRIC CHAIN HOIST	E	A		N	N				7,004			
PO-V03877	KJ ELECTRIC DBA FOR K J D E CORP DBA FOR K J D E CORP SYRACUSE, NY 13211	VARIOUS INCLUDING HEATER BLOWER MOTOR	E	A		N	N				6,084			
PO-V25358	CORE AND MAIN LP UTICA, NY 13502	VARIOUS INCLUDING 12"X20' CULVERT	E	A		N	N				7,809			
PO-V27215	CRYSTAL ROCK LLC DBA FOR CRYSTAL ROCK HOLDINGS INC DBA FOR CRYSTAL ROCK HOLDINGS INC CLIFTON PARK, NY 12065	VARIOUS INCLUDING OPERATIONS	E	A		N	N				9,294			
PO-V33605	BUELL FUEL LLC DEANSBORO, NY 13328	FUEL	E	A		N	N				52,617			
PO-V16992	W B MASON CO INC BROCKTON, MA 02303	VARIOUS INCLUDING STOCK ITEM	E	A		F	N				6,115			
PO-V37562	CRANE INDUSTRY SERVICES INC VILLA RICA, GA 30180	VARIOUS INCLUDING SAFETY AND SECURITY	E	A		F	N				7,700			
PO-V00964	HELWIG CARBON PRODUCTS INC MILWAUKEE, WI 53224	VARIOUS INCLUDING STOCK ITEM	E	A		F	N				8,937			
PO-V27913	MID-VALLEY AUTO PARTS INC MIDDLEBURGH, NY 12122	VARIOUS INCLUDING TOOL BOX	E	A		N	N				37,450			
PO-V26672	KELLEY BROS LLC SYRACUSE, NY 13205	VARIOUS INCLUDING SECURITY	E	A		N	N				5,611			
PO-V39323	WASTE RECOVERY ENTERPRISES LLC NORTHEAST DATA DESTRUCTION AND RECYCL NORTHEAST DATA DESTRUCTION & RECYCL SIDNEY, NY 13838	VARIOUS INCLUDING GENERAL MAINTENANCE	E	A		N	N				14,426			
PO-V03160	CARGILL INC SALT, ROAD SAFETY SALT, ROAD SAFETY NORTH OLMSTED, OH 44070	VARIOUS INCLUDING GENERAL MAINTENANCE	E	A		F	N				14,934			
PO-V10824	EAST HILLS INSTRUMENTS CORP ROSLYN HEIGHTS, NY 11577	VARIOUS INCLUDING ELECTRICAL	E	A		N	N				13,794			
PO-V03312	MOTION INDUSTRIES INC MOTION AI MOTION AI PELHAM, NY 10803	VARIOUS INCLUDING TECHNICAL	E	A		N	N				17,108			
PO-V16633	MIDDLEBURGH HARDWARE INC MIDDLEBURGH, NY 12122	VARIOUS INCLUDING STOCK ITEMS	E	A		N	N				10,945			
PO-V26019	WINDHAM EQUIPMENT RENTALS INC WINDHAM, NY 12496	VARIOUS INCLUDING GENERAL MAINTENANCE	E	A		N	N				10,916			
PO-V03647	ALLIED ELECTRIC SUPPLY INC PITCHER NOBLE INC PITCHER NOBLE INC COBLESKILL, NY 12043	VARIOUS INCLUDING ELECTRICAL	E	A		N	N				32,088			
PO-V00699	B-LANN EQUIPMENT CO INC TROY, NY 12180	VARIOUS INCLUDING SAFETY AND SECURITY	E	A		N	N				18,959			
PO-V35597	JOHNSON CONTROLS INC EAST SYRACUSE, NY 13057	VARIOUS INCLUDING SECURITY	E	A		N	N				8,652			
PO-V01874	AIRGAS USA LLC DBA FOR AIRGAS INC DBA FOR AIRGAS INC ALBANY, NY 12205	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		N	N				7,127			
PO-V01697	KIVORT STEEL INC WATERFORD, NY 12188	VARIOUS INCLUDING STOCK ITEM	E	A		N	N				8,000			
PO-V01286	METRO FORD SALES INC SCHENECTADY, NY 12304	VARIOUS INCLUDING TAILGATE	E	A		N	N				20,272			
PO-V33541	COMBINED ENERGY SERVICES INC THOMPSONVILLE, NY 12784	VARIOUS INCLUDING OPERATIONS	E	A		N	N				23,209			
PO-V01706	ADIRONDACK ENVIRONMENTAL SERVICES INC INC ALBANY, NY 12207	VARIOUS INCLUDING ENVIRONMENTAL	E	A		N	03				33,872			
PO-V00667	ALL-LIFTS INC BISHOP LIFTING BISHOP LIFTING ALBANY, NY 12207	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		N	N				23,759			
PO-V01787	FRANK MURKEN PRODUCTS INC SCHENECTADY, NY 12308	VARIOUS INCLUDING STOCK ITEM	E	A		N	N				6,349			
PO-V17423	SAFESPAN SCAFFOLDING LLC TONAWANDA, NY 14150	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		N	N				58,657			
PO-V20050	TIFCO INDUSTRIES INC CYPRESS, TX 77429	VARIOUS INCLUDING SHOP SUPPLIES	E	A		F	N				52,660			
PO-V21804	MIRABITO FUEL GROUP ONEONTA, NY 13820	VARIOUS INCLUDING OPERATIONS	E	A		N	N				28,137			
PO-V27974	OEM PARTS NETWORK INC RANCHO CUCAMONGA, CA 91730	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				29,761			
PO-V29075	SIGN SHOP AT KINNEYS PAUL KINNEY PAUL KINNEY ONEIDA, NY 13421	VARIOUS INCLUDING DECALS	E	A		N	N				13,104			
PO-V38615	UTICA SPRAY AND CHEMICAL CNY PAPER AND CHEMICAL INC CNY PAPER & CHEMICAL INC ROME, NY 13440	VARIOUS INCLUDING TOWELS	E	A		N	N				15,366			
PO-V09581	MSC INDUSTRIAL SUPPLY DBA FOR SID TOOL CO INC DBA FOR SID TOOL CO INC SAINT LOUIS, MO 63195	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		F	N				5,073			
PO-V00657	ALBANY VALVE AND FITTING CO INC CLIFTON PARK, NY 12065	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		N	N				6,384			
PO-V29297	SKY TESTING SERVICES INC EAST SYRACUSE, NY 13057	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		N	N				12,335			
PO-V14288	KELLEY FARM AND GARDEN INC COBLESKILL, NY 12043	VARIOUS INCLUDING STOCK ITEMS	E	A		N	N				13,285			
PO-V30618	STEEL SALES INC SHERBURNE, NY 13460	VARIOUS INCLUDING TRANSMISSION	E	A		N	N				12,438			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V35488	G AND H ENTERPRISE LLC RENTALS TO GO RENTALS TO GO NORWICH, NY 13815	VARIOUS INCLUDING GENERAL MAINTENANCE	E	A		N	N				18,190			
PO-V05736	CARVER SAND AND GRAVEL LLC COEYMANS, NY 12045	VARIOUS INCLUDING GENERAL MAINTENANCE	E	A		N	N				14,058			
PO-V29974	CANON SOLUTIONS AMERICA INC OCE IMAGISTICS INC AND OCE NORTH AMER OCE IMAGISTICS INC & OCE NORTH AMER ALBANY, NY 12211	VARIOUS INCLUDING OPERATIONS	E	A		N	N				5,821			
PO-V39326	BUSH ELECTRONICS INC LIVERPOOL, NY 13088	VARIOUS INCLUDING LAPTOP MOUNTS	E	A		N	N				9,761			
PO-V08893	SOUTHWORTH-MILTON INC CLIFTON PARK, NY 12065	VARIOUS INCLUDING MISCELLANEOUS PARTS	E	A		N	N				119,107			
PO-V01895	FREMONT INDUSTRIAL CORP BOHEMIA, NY 11716	VARIOUS INCLUDING STOCK ITEM	E	A		N	N				7,758			
PO-V36675	CONSTELLATION POWERLABS LLC COATESVILLE, PA 19320	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		F	N				12,515			
PO-V02615	KONE INC MOLINE, IL 61265	VARIOUS INCLUDING ELECTRICAL	E	A		F	N				14,457			
PO-V29451	HERC RENTALS INC LIVERPOOL, NY 13088	VARIOUS INCLUDING GENERAL MAINTENANCE	E	A		N	N				21,758			
PO-V17458	EUROFINS TESTOIL INC STRONGSVILLE, OH 44149	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		F	N				11,689			
PO-V38635	SONNY AND SONS STONE COMPANY LLC DOWNSVILLE, NY 13755	VARIOUS INCLUDING TRANSMISSION	E	A		N	N				8,739			
PO-V34202	ATI TRUCKING LLC PITTSBURGH, PA 15275	VARIOUS INCLUDING TRANSMISSION	E	A		F	N				9,850			
PO-V02730	CARDISH MACHINE WORKS INC WATERVLIET, NY 12189	VARIOUS INCLUDING MECHANICAL MAINTENANCE	E	A		N	N				42,069			
PO-V36495	FRED'S SEPTIC FREDRICK A BENNINGER JR FREDRICK A BENNINGER JR ESPERANCE, NY 12066	VARIOUS INCLUDING VISTOR CENTER	E	A		N	N				5,925			
PO-V35677	CYBER MARKETING NETWORK INC DBA STEEL-TOES-SHOES.COM DBA STEEL-TOES-SHOES.COM EAU CLAIRE, WI 54703	VARIOUS INCLUDING SAFETY AND SECURITY	E	A		F	N				8,708			
PO-V33178	RED WING BUSINESS ADVANTAGE ACCOUNT DBA FOR MULTI SERVICE TECH SOLUTION DBA FOR MULTI SERVICE TECH SOLUTION DEPEW, NY 14043	VARIOUS INCLUDING SAFETY AND SECURITY	E	A		N	N				8,076			
PO-V26905	ALARM AND SUPPRESSION INC BALLSTON LAKE, NY 12019	VARIOUS INCLUDING ELECTRICAL	E	A		N	N				14,683			
PO-V20972	SAF-GARD SAFETY SHOE COMPANY GREENSBORO, NC 27407	VARIOUS INCLUDING SAFETY AND SECURITY	E	A		F	N				16,590			
PO-V37581	LUCCAH CONSULTING LLC AJLA ANTONUCCI AJLA ANTONUCCI NEW YORK, NY 10007	VARIOUS INCLUDING OPERATIONS	E	A		N	09				7,067			
PO-V36695	GROUND PENETRATING RADAR SYSTEMS LLC SYSTEMS LLC MAUMEE, OH 43537	VARIOUS INCLUDING OPERATIONS	E	A		F	N				5,525			
PO-V01333	RUGGLES-KLINGEMANN MFG CO INC BEVERLY, MA 01915	VARIOUS INCLUDING STOCK PURCHASE	E	A		F	N				7,137			
PO-V27599	CIRCUIT BREAKER SALES NE LLC SEYMOUR, CT 06483	VARIOUS INCLUDING OPERATIONS	E	A		F	N				7,920			
PO-V29342	PORTLAND BOLT AND MANUFACTURING CO INC CO INC PORTLAND, OR 97210	VARIOUS INCLUDING ROD NUT WASHER	E	A		F	N				8,497			
PO-V05867	LANDS END INC LANDS END BUSINESS OUTFITTERS LANDS END BUSINESS OUTFITTERS DODGEVILLE, WI 53533	VARIOUS INCLUDING VISITOR CENTER	E	A		F	N				5,103			
PO-V00953	FLUID FLOW PRODUCTS INC INDUSTRIAL PROCESS SOLUTIONS INDUSTRIAL PROCESS SOLUTIONS CHARLOTTE, NC 28217	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				24,085			
PO-V18217	JPJ ELECTRONICS COMMUNICATIONS INC YORKVILLE, NY 13495	VARIOUS INCLUDING BATTERY FOR MOTORLA XPR	E	A		N	N				5,066			
PO-V23721	PAT'S TIRE AND SERVICE INC ROME, NY 13440	VARIOUS INCLUDING FLEET TIRES	E	A		N	N				23,958			
PO-V17094	TK ELEVATOR CORPORATION FKA THYSSENKRUPP ELEVATOR CORP FKA THYSSENKRUPP ELEVATOR CORP ATLANTA, GA 30339	VARIOUS INCLUDING ANNUAL ELEVATOR SERVICE	E	A		F	N				9,221			
PO-V03021	FEEDWATER TREATMENT SYSTEMS INC ATHOL SPRINGS, NY 14010	VARIOUS INCLUDING COOLING TOWER INSPECTIONS	E	A		N	N				8,411			
PO-V10620	ONEIDA HERKIMER SOLID WASTE UTICA, NY 13502	VARIOUS INCLUDING DAMAGED INSULATOR DISPOSAL	E	A		N	N				7,154			
PO-V01899	SOUTHWESTERN PETROLEUM CORP DALLAS, TX 75389	VARIOUS INCLUDING HYDRAULIC OIL	E	A		F	N				5,989			
PO-V03661	FASTENAL COMPANY UTICA, NY 13502	VARIOUS INCLUDING MEASURING TAPE	E	A		N	N				6,733			
PO-V24590	RED WING BRANDS OF AMERICA INC RED WING SHOES RED WING SHOES RED WING, MN 55066	VARIOUS INCLUDING SAFETY FOOTWEAR	E	A		F	N				9,254			
PO-V06179	R E MICHEL CO INC UTICA, NY 13502	VARIOUS INCLUDING GRUNDFOS PUMP	E	A		N	N				5,012			
PO-V14375	GOVCONNECTION INC MERRIMACK, NH 03054	VARIOUS INCLUDING UPS UNITS	E	A		F	N				33,831			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V01045	JAY-K INDEPENDENT LUMBER CORP NEW HARTFORD, NY 13413	VARIOUS INCLUDING NIBCO GATE VALVE	E	A		N	N				6,165			
PO-V39334	2SAFE CONSULTING INC WANTAGH, NY 11793	VARIOUS INCLUDING SAFETY TRAINING	E	A		N	N				8,800			
PO-V34963	MOSDORFER GMBH WEIZ OÖ AUSTRIA	VARIOUS INCLUDING SOCKET CLEAVIS	E	A		F	N				8,103			
PO-V00851	VOLO'S AUTO SUPPLY INC YORKVILLE, NY 13495	VARIOUS INCLUDING CABLES	E	A		N	N				8,131			
PO-V02539	MATERIAL SAND AND GRAVEL CO CERTIFIED ROAD CONSTRUCTORS CERTIFIED ROAD CONSTRUCTORS WATERVLIET, NY 12189	VARIOUS INCLUDING STONE FILL	E	A		N	N				7,328			
PO-V38639	FAST LINE SAFETY TRANING MELVILLE, NY 11747	VARIOUS INCLUDING EQUIPMENT SAFETY TRAINING	E	A		N	03				7,200			
PO-V31217	DMC POWER INC CARSON, CA 90746	VARIOUS INCLUDING DIE SWAP AND TOOL BOX ASSEMBLY	E	A		F	N				11,295			
PO-V02708	PLAN AND PRINT SYSTEMS INC EAST SYRACUSE, NY 13057	VARIOUS INCLUDING VARIOUS FILM AND PAPER	E	A		N	N				6,099			
PO-V39913	ASPHALT INDUSTRIAL ANYTIME, LLC ANYTIME, LLC LOS ANGELES, CA 90031	VARIOUS INCLUDING ASPHALT CRACK FILLER	E	A		F	N				10,048			
PO-V24047	KING'S QUARRY DBA FOR RG KING GENERAL CONST INC DBA FOR RG KING GENERAL CONST INC ADAMS CENTER, NY 13606	VARIOUS INCLUDING LINECREW STONE	E	A		N	N				5,725			
PO-V09065	BARRETT PAVING MATERIALS INC LIVERPOOL, NY 13090	VARIOUS INCLUDING LIGHT STONE FILL	E	A		N	N				23,180			
PO-V07984	MAYER MALBIN COMPANY INC WOODSIDE, NY 11377	VARIOUS INCLUDING GOWANUS 6 AIR DRYER PART	E	A		N	N				6,680			
PO-V07526	INTERSTATE EQUIPMENT INC DOVER, NJ 07801	VARIOUS INCLUDING LOAD BEAM TEST	E	A		F	N				15,273			
PO-V21097	JOHN IACONO INC IACONO INC IACONO INC BOHEMIA, NY 11716	VARIOUS INCLUDING IACONO FLYNN PARTS	E	A		N	N				13,212			
PO-V28881	RESA POWER LLC SHELTON, CT 06484	VARIOUS INCLUDING VERNON 138KV MOD SWITCH	E	A		F	N				6,515			
PO-V02616	COMPONENTS AND CONTROLS INC CARLSTADT, NJ 07072	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				6,620			
PO-V01142	R S CRUM AND CO MOUNTAINSIDE, NJ 07092	VARIOUS INCLUDING SWAGELOK FITTINGS CEMS	E	A		F	N				8,642			
PO-V18481	NORTH EAST TECHNICAL SALES HARLEYSVILLE, PA 19438	VARIOUS INCLUDING HACH FL1500 SEWER DISCH	E	A		F	N				10,548			
PO-V03814	TRIATHLON INDUSTRIES INC DBA TRIDON CHEMICAL DBA TRIDON CHEMICAL DEER PARK, NY 11729	VARIOUS INCLUDING STOCK ITEMS	E	A		N	N				24,269			
PO-V23768	SUR-SEAL INC EAST BRUNSWICK, NJ 08816	VARIOUS INCLUDING EDG CABLE CONNECTOR	E	A		F	N				51,761			
PO-V31136	MONTANA DATACOM FLORIDA, NY 10921	VARIOUS INCLUDING STOCK ITEMS	E	A		N	03				8,973			
PO-V02040	FILTER EQUIPMENT CO INC NEPTUNE, NJ 07753	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				14,289			
PO-V06172	FISHER SCIENTIFIC PITTSBURGH, PA 15230	VARIOUS INCLUDING BUFFER CHEMICALS STOCK ITEM	E	A		F	N				9,550			
PO-V05175	ADVANCED FILTRATION CO HOWELL, NJ 07731	VARIOUS INCLUDING FILTER STOCK ITEM	E	A		F	N				16,838			
PO-V39498	ALL-WAYS ELEVATOR INC HAUPPAUGE, NY 11788	VARIOUS INCLUDING ADMIN ELEVATOR-FREIGHT	E	A		N	N				6,146			
PO-V26523	BOULDEN COMPANY DBA FOR B BOULDEN COMPANY INC DBA FOR B BOULDEN COMPANY INC CONSHOHOCKEN, PA 19428	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				9,751			
PO-V32922	BAKER BOHNERT LLC LOUISVILLE, KY 40299	VARIOUS INCLUDING POUCH 1 SCR TOP SEAL	E	A		F	N				15,513			
PO-V22474	MSA SAFETY INCORPORATED CRANBERRY TOWNSHIP, PA 16066	VARIOUS INCLUDING ZS8 ALT-REPAIR	E	A		F	N				5,949			
PO-V09311	YOKOGAWA CORPORATION OF AMERICA NEWNAN, GA 30265	VARIOUS INCLUDING FLOW METER CALIBRATION	E	A		F	N				5,104			
PO-V02130	VEOLIA WTS USA INC TREVOSE, PA 19053	VARIOUS INCLUDING CHEMISTRY SUPPLIES	E	A		F	N				6,136			
PO-V09980	KINEQUIP INC N SYRACUSE, NY 13212	VARIOUS INCLUDING SOLENOID STOCK	E	A		N	N				7,254			
PO-V27607	MILLER ENERGY INC DBA FOR H M MILLER SALES CO DBA FOR H M MILLER SALES CO SOUTH PLAINFIELD, NJ 07080	VARIOUS INCLUDING SOLENOID VALVE STOCK ITEM	E	A		F	N				31,412			
PO-V39124	AMERICAN INDUSTRIAL SUPPLY CORP PERTH AMBOY, NJ 08861	VARIOUS INCLUDING PIPING AND FITTINGS	E	A		F	N				5,498			
PO-V09502	READYFRESH BLUETRITION BRANDS INC BLUETRITION BRANDS INC LOUISVILLE, KY 40285	VARIOUS INCLUDING WATER DELIVERY	E	A		F	N				11,670			
PO-V02177	CONTROL ASSOCIATES INC ALLENDALE, NJ 07401	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				23,422			
PO-V33303	AVIATION POWER AND MARINE LLC LAKELAND, FL 33805	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				17,818			
PO-V27183	PARKER HANNIFIN CORPORATION GAS TURBINE FILTRATION DIVISION GAS TURBINE FILTRATION DIVISION OVERLAND PARK, KS 66211	VARIOUS INCLUDING DRIFT ELIMINATOR	E	A		F	N				5,011			
PO-V23785	TURBINE TRENDS LLC SPOTSWOOD, NJ 08884	VARIOUS INCLUDING SS BUSHING HARDWARE SET	E	A		F	N				26,313			
PO-V08510	DONALDSON CO INC MINNEAPOLIS, MN 55440	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				14,047			
PO-V39778	SCOTT MACHINE DEVELOPMENT CORP WALTON, NY 13856	VARIOUS INCLUDING SCOTT AUTOGRAVER	E	A		N	N				5,166			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V39796	SWAGELOK NY NJ PHILADELPHIA NEW JERSEY FLUID SYSTEMS LLC NEW JERSEY FLUID SYSTEMS LLC MOUNTAINSIDE, NJ 07092	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				12,879			
PO-V38578	AVANTOR FUNDING INC RADNOR, PA 19087	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				8,084			
PO-V34312	UPS MIDSTREAM SERVICES INC DEER PARK, TX 77536	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				6,958			
PO-V26144	RARITAN GROUP INC NEW BRUNSWICK, NJ 08906	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				8,287			
PO-V34547	ACCENTPDIR DBA FOR WACO INSTRUMENTS INC DBA FOR WACO INSTRUMENTS INC NORRISTOWN, PA 19403	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				9,212			
PO-V31130	S D MYERS LLC TALLMADGE, OH 44278	HG & HR GSU OIL SAMPLING	E	A		F	N				10,808			
PO-V33581	THE WEEKS-LERMAN GROUP LLC MASPETH, NY 11378	VARIOUS INCLUDING STOCK ITEMS	E	A		N	N				14,479			
PO-V37828	EDGETECH INSTRUMENTS INC HUDSON, MA 01749	VARIOUS INCLUDING REPLACEMENT S2 SENSOR	E	A		F	N				6,127			
PO-V26245	LUBRICATION TECHNOLOGIES INC WEST SPRINGFIELD, MA 01089	VARIOUS INCLUDING STK ITEMS	E	A		F	N				5,790			
PO-V18390	BARISH PUMP COMPANY INC DEER PARK, NY 11729	VARIOUS INCLUDING STK SPARE PARTS	E	A		N	N				11,094			
PO-V28442	D AND L INSTALLATIONS INC BOHEMIA, NY 11716	VARIOUS INCLUDING STK SPARE PARTS	E	A		N	03				20,234			
PO-V38989	IWASH SIP AND SURF INC EAST ELMHURST, NY 11370	VARIOUS INCLUDING LAUNDRY SERVICE 500MW	E	A		N	N				7,929			
PO-V39793	PROTANK LLC OLIVE BRANCH, MS 38654	VARIOUS INCLUDING PRO TANK TOTE	E	A		F	N				5,161			
PO-V40200	OST SERVICES LLC PROVIDENCE, RI 02905	VARIOUS INCLUDING N.HANGER FOR RH HEADER TO STEAM TU	E	A		F	N				8,947			
PO-V14238	HOERBIGER SERVICE INC NEW CASTLE, DE 19720	VARIOUS INCLUDING STOCK ITEMS	E	A		F	N				8,812			
PO-V20130	ELECTRONIC DRIVES AND CONTROLS INC PARSIPPANY, NJ 07054	VARIOUS INCLUDING EDC COOLING TOWER VFD ANNUAL PM	E	A		F	N				8,631			
PO-V35661	KINGSWAY EXTERMINATING CO INC BROOKLYN, NY 11234	VARIOUS INCLUDING ADMIN BUILDING MICE EXTERMINATION	E	A		N	N				7,735			
PO-V23392	R AND G LABORATORIES INC TAMPA, FL 33619	VARIOUS INCLUDING MONTHLY OIL ANALYSIS	E	A		F	N				10,616			
PO-V40444	AERO LAND AND MARINE LLC POMPANO BEACH, FL 33069	VARIOUS INCLUDING GE STAGE LOCKING BLADE	E	A		F	N				5,624			
PO-V11589	NALCO CHEMICAL CORP SKANEATELES, NY 13152	VARIOUS INCLUDING CHEMICALS	E	A		N	N				7,120			
PO-V38931	BROOKAIRE COMPANY LLC EAST RUTHERFORD, NJ 07073	VARIOUS INCLUDING STK SPARE PART	E	A		F	N				9,975			
PO-V04219	AIRWELD INC FARMINGDALE, NY 11735	VARIOUS INCLUDING WELDING SUPPLIES	E	A		N	N				6,798			
PO-V17644	ARROW BIRD MGMT SPECIALISTS INC LYNBROOK, NY 11563	VARIOUS INCLUDING EXTERMINATING SERVICES	E	A		N	N				8,149			
PO-V21244	COOLING TOWER DEPOT INC GOLDEN, CO 80401	VARIOUS INCLUDING COOLING TOWER INSPECTION	E	A		F	N				7,624			
PO-V28528	WINTERS BROS HAULING OF LI LLC DBA FOR WINTERS BROS WASTE SYSTEMS DBA FOR WINTERS BROS WASTE SYSTEMS WESTBURY, NY 11590	VARIOUS INCLUDING DUMPSTER	E	A		N	N				9,310			
PO-V23328	KEN-MAR FIRE EXTINGUISHER CO INC E NORTHPORT, NY 11731	VARIOUS INCLUDING BW BOTTLE WEIGHS	E	A		N	N				8,034			
PO-V31642	DETECT TANK SERVICES LLC CLARKS GREEN, PA 18411	VARIOUS INCLUDING 5 YEAR INSPECTION	E	A		F	N				6,200			
PO-V27874	REXA INC WEST BRIDGEWATER, MA 02379	VARIOUS INCLUDING IGV ACTUATOR PM	E	A		F	N				6,703			
PO-V39517	MULTI PRODUCTS COMPANY INC RACINE, WI 53406	VARIOUS INCLUDING MOTORS ADMIN BUILDING	E	A		F	N				5,724			
PO-V33619	PIPING TECHNOLOGY AND PRODUCTS INC HOUSTON, TX 77051	VARIOUS INCLUDING HANGERS	E	A		F	N				7,016			
PO-V39640	AFP GROUP INC ADVANCED SAFETY PROTECTION INC ADVANCED SAFETY PROTECTION INC LOCKPORT, NY 14094	VARIOUS INCLUDING GAS TURBINE INTEGRITY TEST	E	A		N	N				9,660			
PO-V21898	BALTIMORE AIRCOIL CO TARRYTOWN, NY 10591	VARIOUS INCLUDING STOCK ITEMS	E	A		N	N				5,057			
PO-V39773	MERRICK MASTER LOCKSMITHS INC MERRICK, NY 11566	VARIOUS INCLUDING LOCKSMITHS	E	A		N	N				8,971			
PO-V29278	GTC CONTROL SOLUTIONS INC HAWTHORNE, NY 10532	VARIOUS INCLUDING TERMINAL BOARD REPAIRS	E	A		N	N				6,283			
PO-V39681	CHAMBERLAINE TREE SERVICE LLC FULTONVILLE, NY 12072	VARIOUS INCLUDING REMOVAL OF ASH TREE AND STUMP	E	A		N	N				5,700			
PO-V02533	HILTI INC TULSA, OK 74121	VARIOUS INCLUDING TOOLS AND ACCESSORIES	E	A		F	N				5,362			
PO-V22581	LIFESAVING SYSTEMS CORP APOLLO BEACH, FL 33572	VARIOUS INCLUDING LIFE SAVING EQUIPMENT	E	A		F	N				12,975			
PO-V30645	EMPIRE HYDRAULICS AND MACHINE LLC ADAMS CENTER, NY 13606	VARIOUS INCLUDING REPAIR TO CRANE BOOM CYLINDER	E	A		N	N				5,341			
PO-V36950	WALKER TREE CARE INC CHITTENANGO, NY 13037	VARIOUS INCLUDING TREE REMOVAL	E	A		N	03				8,550			
PO-V30484	GETTYSBURG FLAG WORKS INC EAST GREENBUSH, NY 12061	VARIOUS INCLUDING CANAL FLAGS	E	A		N	N				8,919			
PO-V22745	ORKIN PEST CONTROL LATHAM, NY 12110	VARIOUS INCLUDING PEST AND WEED CONTROL	E	A		N	N				5,161			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V30071	DELL MARKETING LP C/O DELL USA LP C/O DELL USA LP ROUND ROCK, TX 78682	VARIOUS INCLUDING WIN SERVER STD CORE LICENSE	E	A		F	N				83,217			
PO-V28647	CORANET CORP FAIRFIELD, NJ 07004	VARIOUS INCLUDING SECURITY CAMERA	E	A		F	N				52,030			
PO-V34078	CUSTOM TRUCK ONE SOURCE RENTALS DBA FOR CUSTOM TRUCK ONE SOURCE LP DBA FOR CUSTOM TRUCK ONE SOURCE LP CINNAMINSON, NJ 08077	RENTAL OF ROPE PULLER	E	A		F	N				32,265			
PO-V16470	SOUTHWORTH-MILTON INC MILTON CAT MILTON CAT MILFORD, MA 01757	VARIOUS INCLUDING CAT ADJUSTABLE CONSTRUCTION FORKS	E	A		F	N				160,212			
PO-V28673	JOE BASIL CHEVROLET INC DEPEW, NY 14043	CHEVY SILVERADO EV	E	A		N	N				170,385			
PO-V23672	HUDSON MOTORS PARTNERSHIP DBA HUDSON TOYOTA DBA HUDSON TOYOTA JERSEY CITY, NJ 07305	TOYOTA VEHICLES	E	A		F	N				41,444			
PO-V29172	OSISOFT LLC SAN LEANDRO, CA 94577	SOFTWARE - OSI ENTERPRISE	E	A		F	N				457,490			
PO-V31340	BUFFALO COMPUTER GRAPHICS INC BLASDELL, NY 14219	BUFFALO COMPUTER GRAPHICS HOSTED DISASTER LAN	E	A		N	N				92,964			
PO-V23384	XEROX CORPORATION DALLAS, TX 75266	UPGRADE OF ZEROX PRESS TO V280	E	A		F	N				21,825			
PO-V22467	CARAHSOFT TECHNOLOGY CORPORATION RESTON, VA 20190	VARIOUS INCLUDING TRICENTIS ENTERPRISE TESTING	E	A		F	N				5,494,276			
PO-V20745	PITNEY BOWES INC WHITE PLAINS, NY 10605	VARIOUS INCLUDING PITNEY BOWES PRINTER	E	A		N	N				26,951			
PO-V35024	PROTEK INFORMATION TECH SRV LLC VALLEY COTTAGE, NY 10989	SOFTWARE - CELONIS	E	A		N	03				3,375,300			
PO-V32617	COMMUNICATIONS TRAINING ANALYSIS CORPORATION CORPORATION FALLS CHURCH, VA 22042	VARIOUS INCLUDING AWS SOFTWARE	E	A		F	N				1,003,905			
PO-V32737	ANSYS INC CANONSBURG, PA 15317	SOFTWARE - ANSYS	E	A		F	N				60,710			
PO-V35800	OPEN TEXT PUBLIC SECTOR SOLUTIONS INC INC ARLINGTON, VA 22203	SOFTWARE - OPENTEXT EXTENDED ECM	E	A		F	N				61,030			
PO-V32878	CARAHSOFT TECHNOLOGY CORPORATION RESTON, VA 20190	VARIOUS INCLUDING SAP CONCUR	E	A		F	N				791,184			
PO-V34225	RADIANT RESOURCES MANASQUAN, NJ 08736	VARIOUS INCLUDING SPLUNK	E	A		F	03				2,783,879			
PO-V29067	PRESIDIO NETWORKED SOLUTIONS GROUP DBA FOR PRESIDIO HOLDINGS INC DBA FOR PRESIDIO HOLDINGS INC FARMINGTON, CT 06032	VARIOUS INCLUDING NETSCOUT SUPPORT SERVICES AND EQUIPMENT	E	A		F	N				866,417			
PO-V03679	IBM CORP ARMONK, NY 10504	VARIOUS INCLUDING IBM CLOUD PACK AND DATAPOWER SOFTWARE LICENSE SUBSCRIPTION SUPPORT	E	A		N	N				3,046,534			
PO-V18913	OPEN TEXT INC SAN MATEO, CA 94403	VARIOUS INCLUDING OPENTEXT CONTENT SERVER SOFTWARE AND MAINTENANCE	E	A		F	N				473,353			
PO-V25205	MUTUALINK INC WALLINGFORD, CT 06492	VARIOUS INCLUDING ANNUAL MAINTENANCE FOR P2P NETWORK ACCESS	E	A		F	N				65,574			
PO-V38323	FUND FOR PUBLIC HOUSING INC PUBLIC HOUSING COMMUNITY FUND PUBLIC HOUSING COMMUNITY FUND NEW YORK, NY 10007	NYCHA CLEAN ENERGY ACADEMY	E	A		N	N				37,500			
PO-V36135	THUNDERCAT TECHNOLOGY LLC RESTON, VA 20190	VARIOUS INCLUDING COLLIBRA	E	A		F	02				285,363			
PO-V38786	XENDEE CORPORATION LA JOLLA, CA 92037	LICENSE - XENDEE DESIGN	E	A		F	N				81,806			
PO-V38711	PARK PLACE TECHNOLOGIES LLC PPT HOLDINGS I LLC PPT HOLDINGS I LLC MAYFIELD HEIGHTS, OH 44124	MAINTENANCE - HITACHI	E	A		F	N				25,306			
PO-V28050	GUIDEPOINT SECURITY LLC HERNDON, VA 20171	VARIOUS INCLUDING INFOBLOX TRINZIC MS MANAGEMENT LICENSES	E	A		F	N				451,862			
PO-V23789	PKA TECHNOLOGIES INC MONTVALE, NJ 07645	MAINTENANCE - BRICKSTOR RACKTOP VMCLOUD	E	A		F	03				97,866			
PO-V31823	EXECUTIVE INFORMATION SYSTEMS LLC BETHESDA, MD 20827	VARIOUS INCLUDING SAS MAINTENANCE	E	A		F	N				11,301			
PO-V33640	OPTIV SECURITY INC DENVER, CO 80202	VARIOUS INCLUDING PROOFPOINT MAINTENANCE	E	A		F	N				383,593			
PO-V28076	DOCPOINT SOLUTIONS LLC FULTON, MD 20759	VARIOUS INCLUDING SHAREGATE-NINTEX LICENSE SUBSCRIPTION	E	A		F	N				17,096			
PO-V28090	FORRESTER RESEARCH INC CAMBRIDGE, MA 02140	FORRESTER IT ADVISORY SERVICES	E	A		F	N				56,081			
PO-V05654	DLT SOLUTIONS LLC HERNDON, VA 20171	VARIOUS INCLUDING AUTODESK CAD RENEWAL	E	A		F	N				246,033			
PO-V29508	SOURCE IT TECHNOLOGIES LLC KARA HOMAN KARA HOMAN NEW CANAAN, CT 06840	MAINTENANCE - HITACHI	E	A		F	03				1,145,274			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PO-V31715	NEW YORK SUN WORKS INC NEW YORK, NY 10023	VARIOUS INCLUDING GREEN CLASSROOM CURRICULUM AND HYRDOPONIC LAB INSTALLATION	E	A		N	N				204,500			
PO-V40369	ALLIUM US HOLDING LLC ALLIUM HOLDCO LLC ALLIUM HOLDCO LLC DENVER, CO 80237	MAINTENANCE - IHS MARKIT	E	A		F	N				466,158			
PO-V30120	GRAYBAR ELECTRIC CO INC TETERBORO, NJ 07608	VARIOUS INCLUDING DIRECT INSTALL LIGHTING PROJECT - STATEWIDE	E	A		F	N				7,799,993			
PO-V29520	BENTLEY SYSTEMS INC EXTON, PA 19341	SOFTWARE - BENTLEY DESIGN AND DRAWING	E	A		F	N				42,493			
PO-V29558	E J WARD INC SAN ANTONIO, TX 78249	VARIOUS INCLUDING REMOTE FUEL LEVEL GAUGE AND TELEMETRY NOTIFICATION SYSTEM	E	A		F	N				251,601			
PO-V33877	EARTHCAM INC UPPER SADDLE RIVER, NJ 07458	VARIOUS INCLUDING EARTHCAM	E	A		F	N				225,469			
PO-V06243	ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE INC INSTITUTE INC REDLANDS, CA 92373	SOFTWARE - ARCGIS MAPPING	E	A		F	N				51,920			
CC-00001	AMAZON.COM, INC. SEATTLE, WA 98109	VARIOUS	E	A		F	N				759,310		C	
CC-00002	LOWES COMPANIES, INC AMSTERDAM, NY 12010	VARIOUS	E	A		N	N				161,107		C	
CC-00003	AMERICAN FOOD & VENDING AMERICAN DINING CREATIONS LIVERPOOL, NY 13088	VARIOUS	E	A		N	N				159,451		C	
CC-00004	THE NEW YORK INDEPENDENT SYSTEM OPERATOR NYISO RENSSELAER, NY 12144	VARIOUS	S	A		N	N				119,962		C	
CC-00005	THE HOME DEPOT INC ATLANTA, GA 30339	VARIOUS	E	A		F	N				97,788		C	
CC-00006	NEW YORK STATE THRUWAY AUTHORITY ALBANY, NY 12201	VARIOUS	E	A		N	N				97,742		C	
CC-00007	BELLEFAIR KITCHEN RYE BROOK, NY 10573	VARIOUS	E	A		N	N				90,386		C	
CC-00008	THE CONFERENCE BOARD NEW YORK, NY 10022	VARIOUS	E	A		N	N				79,474		C	
CC-00009	MCMASTER-CARR SUPPLY CO ELMHURST, IL 60126	VARIOUS	E	A		F	N				77,325		C	
CC-00010	UPS MIDSTREAM SERVICES INC DEER PARK, TX 77536	VARIOUS	E	A		F	N				73,854		C	
CC-00011	PANERA BREAD CO SAINT LOUIS, MO 63127	VARIOUS	E	A		F	N				72,922		C	
CC-00012	RTO INSIDER LLC BALTIMORE, MD 21224	VARIOUS	E	A		F	N				72,475		C	
CC-00013	EUCI GREENWOOD VLG, CO 80111	VARIOUS	E	A		F	N				72,021		C	
CC-00014	WARREN W FANE INC TROY, NY 12182	VARIOUS	S	A		N	N				66,168		C	
CC-00015	ALRO STEEL CORP JACKSON, MI 49203	VARIOUS	E	A		F	N				57,144		C	
CC-00016	ADOBE SYSTEMS INC SAN JOSE, CA 95110	VARIOUS	I	A		F	N				56,217		C	
CC-00017	CS BUSINESS SYSTEMS BUFFALO, NY 14209	VARIOUS	H	A		N	N				55,475		C	
CC-00018	IHS GLOBAL ENGLEWOOD, CO 80112	VARIOUS	E	A		F	N				52,668		C	
CC-00019	CDW COMPUTER CENTER INC CDW GOV'T SALES VERNON HILLS, IL 60061	VARIOUS	H	A		F	N				51,499		C	
CC-00020	J LAFLUER LOGGING & FORRESTRY PRO JORDAN, NY 13080	VARIOUS	S	A		N	N				50,188		C	
CC-00021	HANES SUPPLY INC ROCHESTER, NY 14624	VARIOUS	E	A		N	N				49,413		C	
CC-00022	STARLIGHTFILM NEW YORK, NY 10031	VARIOUS	I	A		N	N				49,210		C	
CC-00023	ULINE SHIP SUPPLIES COMPANY PLEASANT PRAIRIE, WI 53158	VARIOUS	E	A		F	N				46,379		C	
CC-00024	MCQUADE AND BANNIGAN UTICA, NY 13502	VARIOUS	E	A		N	N				45,969		C	
CC-00025	WWW.FASTMARKETS.COM LONDON, EC4Y 8AX GREAT BRITAIN	VARIOUS	E	A		F	N				45,522		C	
CC-00026	BLANCHARD INC ESCONDIDO, CA 92029	VARIOUS	S	A		F	N				42,730		C	
CC-00027	NYS STATE FAIRGROUNDS SYRACUSE, NY 13209	VARIOUS	E	A		N	N				42,490		C	
CC-00028	B&H PHOTO VIDEO DBA FOR B&H FOTO & ELECTRONICS CORP NEW YORK, NY 10001	VARIOUS	H	A		N	N				41,876		C	
CC-00029	GRAINGER LAKE FOREST, IL 60045	VARIOUS	S	A		F	N				41,824		C	
CC-00030	GOVCONNECTION.COM MERRIMACK, NH 03054	VARIOUS	H	A		F	N				41,698		C	
CC-00031	THEIRONTOMATO WHITE PLAINS, NY 10601	VARIOUS	E	A		N	N				41,397		C	
CC-00032	SIEMENS IND POWER ACAD SCHENECTADY, NY 12305	VARIOUS	E	A		N	N				40,645		C	
CC-00033	COOPER ELECTRIC SUPPLY INC NIAGARA FALLS, NY 14304	VARIOUS	E	A		N	N				40,504		C	
CC-00034	METROLINE INC TROY, MI 48084	VARIOUS	H	A		F	N				39,568		C	
CC-00035	ALBANY STEEL INC MENANDS, NY 12204	VARIOUS	E	A		N	N				39,194		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
CC-00036	LINKEDIN CORP MOUNTAIN VIEW, CA 94043	VARIOUS	S	A		F	N				38,581		C	
CC-00037	ASSOCIATION OF ENERGY ATLANTA, GA 30341	VARIOUS	E	A		F	N				37,835		C	
CC-00038	HAUN WELDING SUPPLY INC SYRACUSE, NY 13206	VARIOUS	E	A		N	N				37,657		C	
CC-00039	UTILITIES TECH COUNCIL ARLINGTON, VA 22202	VARIOUS	S	A		F	N				37,514		C	
CC-00040	SOUTHWORTH-MILTON CAT BATAVIA, NY 14020	VARIOUS	E	A		N	N				36,517		C	
CC-00041	KIVORT STEEL INC WATERFORD, NY 12188	VARIOUS	E	A		N	N				35,614		C	
CC-00042	HUNT UNDERWATER SPECIALTIES CLAYTON, NY 13624	VARIOUS	S	A		N	N				34,772		C	
CC-00043	CRAIN COMMUNICATIONS, DETROIT, MI 48207	VARIOUS	E	A		F	N				34,104		C	
CC-00044	STAPLES INC FRAMINGHAM, MA 01702	VARIOUS	E	A		F	N				33,355		C	
CC-00045	NATIONAL SAFETY COUNCIL ITASCA, IL 60143	VARIOUS	S	A		F	N				31,634		C	
CC-00046	MSC INDUSTRIAL SUPPLY CORP MELVILLE, NY 11747	VARIOUS	E	A		N	N				30,376		C	
CC-00047	CRITICAL PATH INTEGRATORS LLC SYRACUSE, NY 13206	VARIOUS	I	A		N	N				30,099		C	
CC-00048	4IMPRINT, INC OSHKOSH, WI 54901	VARIOUS	E	A		F	N				30,093		C	
CC-00049	OPTIMUM.COM BETHPAGE, NY 11714	VARIOUS	E	A		N	N				29,690		C	
CC-00050	IBM LC LODGING ARMONK, NY 10504	VARIOUS	E	A		N	N				29,657		C	
CC-00051	EZCATER.COM BOSTON, MA 02109	VARIOUS	E	A		F	N				29,290		C	
CC-00052	GARTNER INC STAMFORD, CT 06902	VARIOUS	S	A		F	N				28,350		C	
CC-00053	RUNNING SUPPLY, INC. BROCKPORT, NY 14420	VARIOUS	E	A		N	N				28,287		C	
CC-00054	HARBOR FREIGHT TOOLS USA AMSTERDAM, NY 12010	VARIOUS	E	A		N	N				28,074		C	
CC-00055	ALL-LIFTS, INC ALBANY, NY 12207	VARIOUS	E	A		N	N				27,329		C	
CC-00056	INKWELL GLOBAL MARKETING ENGLISHTOWN, NJ 07726	VARIOUS	E	A		F	N				25,450		C	
CC-00057	PRIMO WATER TAMPA, FL 33607	VARIOUS	E	A		F	N				25,002		C	
CC-00058	BLOOMBERG.COM NEW YORK, NY 10022	VARIOUS	S	A		N	N				24,570		C	
CC-00059	WEST MARINE PRODUCTS INC LATHAM, NY 12110	VARIOUS	E	A		N	N				24,209		C	
CC-00060	STEPHENSON EQUIPMENT HARRISBURG, PA 17111	VARIOUS	E	A		F	N				23,260		C	
CC-00061	AMERICAN PUBLIC POWER ARLINGTON, VA 22202	VARIOUS	E	A		F	N				22,355		C	
CC-00062	RS MEANS GREENVILLE, SC 29615	VARIOUS	E	A		F	N				22,275		C	
CC-00063	FASTENAL COMPANY NIAGARA FALLS, NY 14304	VARIOUS	E	A		N	N				22,179		C	
CC-00064	IEEE THE INSTITUE OF ELECTRICAL ELECTRONICS ENGINEERS PISCATAWAY, NJ 08854	VARIOUS	S	A		F	N				22,115		C	
CC-00065	RCN TECHNOLOGIES KNOXVILLE, TN 37917	VARIOUS	I	A		F	N				21,259		C	
CC-00066	HSI WORKPLACE COMPLIANANCE SOLUTIONS INC FRISCO, TX 75034	VARIOUS	E	A		F	N				21,200		C	
CC-00067	TRACTOR SUPPLY STORES INC BRENTWOOD, TN 37027	VARIOUS	E	A		F	N				20,918		C	
CC-00068	NYSABPRL INC ALBANY, NY 12202	VARIOUS	E	A		N	N				20,880		C	
CC-00069	SHANE SYRACUSE INC SYRACUSE, NY 13208	VARIOUS	E	A		N	N				20,820		C	
CC-00070	GEIGER LEWISTON, ME 04240	VARIOUS	E	A		F	N				20,720		C	
CC-00098	PROJECT MGMT INSTITUTE NEWTOWN SQUARE, PA 19073	VARIOUS	S	A		F	N				20,341		C	
CC-00071	DJ FAST PAY MONMOUTH JUNCTION, NJ 08852	VARIOUS	E	A		F	N				20,319		C	
CC-00072	DELTEK INC HERNDON, VA 20171	VARIOUS	E	A		F	N				20,105		C	
CC-00073	INFOCAST EVENTS WOODLAND HILLS, CA 91367	VARIOUS	E	A		F	N				19,485		C	
CC-00074	GOTO.COM BOSTON, MA 02210	VARIOUS	S	A		F	N				19,384		C	
CC-00075	STOCKHAM LUMBER CO HOLLEY, NY 14470	VARIOUS	E	A		N	N				19,291		C	
CC-00076	SCAFFOLDSTORE.COM NORTH BERGEN, NJ 07047	VARIOUS	E	A		F	N				18,989		C	
CC-00077	ELLICOTT DREDGE LLC BALTIMORE, MD 21230	VARIOUS	E	A		F	N				18,864		C	
CC-00078	JJ KELLER & ASSOCIATES NEENAH, WI 54956	VARIOUS	E	A		F	N				18,592		C	
CC-00079	TRUE NORTH TEAM BUILDING LLC BETHEL, CT 06801	VARIOUS	E	A		F	N				18,550		C	
CC-00080	HOGAN ASSESSMENT SYSTEMS TULSA, OK 74120	VARIOUS	S	A		F	N				18,500		C	
CC-00081	MERCER NEW YORK, NY 10036	VARIOUS	S	A		N	N				18,300		C	
CC-00082	OCS CHEMICAL ENGINEERING CORTLANDT MANOR, NY 10567	VARIOUS	S	A		N	N				18,270		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
CC-00083	LANDS END BUS OUTFITTE DODGEVILLE, WI 53595	VARIOUS	E	A		F	N				17,889		C	
CC-00084	WALMART STORES INC ROME, NY 13440	VARIOUS	E	A		N	N				17,677		C	
CC-00085	MULTI MEDIA PROMO LLC PLAINVIEW, NY 11803	VARIOUS	E	A		N	N				17,672		C	
CC-00086	ASUG TECH CONNECT, INC CHICAGO, IL 60677	VARIOUS	E	A		F	N				17,418		C	
CC-00087	THE WOODWARD COMPANY ALBANY, NY 12205	VARIOUS	E	A		N	N				17,375		C	
CC-00088	PACEMAKER STEEL & PIPING CO INC UTICA, NY 13501	VARIOUS	E	A		N	N				17,250		C	
CC-00089	DTN LLC OMAHA, NE 68114	VARIOUS	E	A		F	N				16,795		C	
CC-00090	OTC BRANDS INC OMAHA, NE 68137	VARIOUS	E	A		F	N				16,494		C	
CC-00091	PASSONNO PAINTS WATERVLIET, NY 12189	VARIOUS	E	A		N	N				16,134		C	
CC-00092	NAPA AUTO PARTS DBA FOR GENUINE PARTS CO ROCHESTER, NY 14623	VARIOUS	E	A		N	N				16,096		C	
CC-00093	OMNI SERVICES INC LATHAM, NY 12110	VARIOUS	S	A		N	N				15,861		C	
CC-00094	CURTIS LUMBER COMPANY INC BALLSTON SPA, NY 12020	VARIOUS	E	A		N	N				15,797		C	
CC-00095	MADSEN OVERHEAD DOORS SPENCERTOWN, NY 12165	VARIOUS	E	A		N	N				15,628		C	
CC-00096	HEADSPACE.COM SANTA MONICA, CA 90404	VARIOUS	S	A		F	N				15,400		C	
CC-00097	ARIZENT NEW YORK, NY 10004	VARIOUS	E	A		N	N				15,205		C	
CC-00099	MANITOWOC CRANECARE SHADY GROVE, PA 17256	VARIOUS	E	A		F	N				15,100		C	
CC-00100	NACD ONLINE ARLINGTON, VA 22201	VARIOUS	E	A		F	N				14,986		C	
CC-00101	CANON SOLUTIONS AMERICA INC BURLINGTON, NJ 08016	VARIOUS	H	A		F	N				14,797		C	
CC-00102	ASSOCIATION OF STATE DAM SAFETY OFFICIALS LEXINGTON, KY 40508	VARIOUS	S	A		F	N				14,713		C	
CC-00103	GP ILEARN COLUMBIA, MD 21044	VARIOUS	S	A		F	N				14,290		C	
CC-00104	SIMPLIFY COMPLIANCE LLC BRENTWOOD, TN 37027	VARIOUS	S	A		F	N				14,227		C	
CC-00105	DURAMAX MARINE LLC ECO HIRAM, OH 44234	VARIOUS	E	A		F	N				14,219		C	
CC-00106	BLOOMBERGINDUSTRY.COM ARLINGTON, VA 22202	VARIOUS	S	A		F	N				14,094		C	
CC-00107	NATIONAL BUSINESS FURNITURE MILWAUKEE, WI 53202	VARIOUS	E	A		F	N				14,028		C	
CC-00108	ETIX.COM MORRISVILLE, NC 27560	VARIOUS	E	A		F	N				13,882		C	
CC-00109	WALMART.COM USA LLC BENTONVILLE, AR 72716	VARIOUS	E	A		F	N				13,818		C	
CC-00110	OP.NYSED.GOV ALBANY, NY 12234	VARIOUS	S	A		N	N				13,696		C	
CC-00111	MITTEN FLUIDPOWER CORP SYRACUSE, NY 13206	VARIOUS	E	A		N	N				13,630		C	
CC-00112	SANTELLI LUMBER-LYONS LYONS, NY 14489	VARIOUS	E	A		N	N				13,615		C	
CC-00113	JANITRONICS ALBANY, NY 12205	VARIOUS	S	A		N	N				13,581		C	
CC-00114	WR ENTERPRISES MIDDLE FALLS, NY 12848	VARIOUS	E	A		N	N				13,575		C	
CC-00115	CONSTRUCTIVE COPY, INC LATHAM, NY 12110	VARIOUS	S	A		N	N				13,472		C	
CC-00116	NYS ASSOCIATION OF COUNTIES ALBANY, NY 12207	VARIOUS	S	A		N	N				13,298		C	
CC-00117	BENFIELD ELECTRIC SUPPLY INC WHITE PLAINS, NY 10603	VARIOUS	S	A		N	N				13,266		C	
CC-00118	SP X-CHAIR LLC CYPRESS, CA 90630	VARIOUS	E	A		F	N				13,159		C	
CC-00119	VELOCITY EHS CHICAGO, IL 60654	VARIOUS	E	A		F	N				13,140		C	
CC-00120	DRIVERSED.COM SAN MARCOS, CA 92069	VARIOUS	E	A		F	N				13,130		C	
CC-00121	RUGGED SOLUTIONS AMERICA LLC SPARTANBURG, SC 29306	VARIOUS	E	A		F	N				13,127		C	
CC-00122	PENS.COM SHELBYVILLE , TN 37160	VARIOUS	E	A		F	N				13,109		C	
CC-00123	UTIC VALLEY ELECTRIC SUPPLY YORKVILLE, NY 13495	VARIOUS	E	A		N	N				13,097		C	
CC-00124	NY-GEO.ORG CAMBRIDGE, NY 12816	VARIOUS	E	A		N	N				13,093		C	
CC-00125	AMERICAN CAR TRANSPORT BOCA RATON, FL 33432	VARIOUS	S	A		F	N				13,050		C	
CC-00126	WEGMANS FOOD MARKETS NIAGARA FALLS, NY 14304	VARIOUS	E	A		N	N				13,011		C	
CC-00127	TOWERS WATSON DATA SRVCS INC PHILADELPHIA, PA 19103	VARIOUS	S	A		F	N				13,000		C	
CC-00128	KORN FERRY INTERNATION LOS ANGELES, CA 90067	VARIOUS	S	A		F	N				13,000		C	
CC-00129	TOWN AND COUNTRY PEST SOLUTIONS ROCHESTER, NY 14612	VARIOUS	E	A		N	N				12,999		C	
CC-00130	LANDPRO EQUIPMENT LLC SAVANNAH, NY 13146	VARIOUS	E	A		N	N				12,949		C	
CC-00131	NYC SUBWAYLINE CHAPPAQUA, NY 10514	VARIOUS	E	A		N	N				12,877		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
CC-00132	HOFFMAN BOOTS INC KELLOGG, ID 83837	VARIOUS	E	A		F	N				12,819		C	
CC-00133	BURGOYNE QUALITY HARDWARE HUDSON FALLS, NY 12839	VARIOUS	E	A		N	N				12,743		C	
CC-00134	IAM TRADING LIMITED BRISTOL, BS8 1BQ GREAT BRITAIN	VARIOUS	E	A		F	N				12,690		C	
CC-00135	KJ ELECTRIC SYRACUSE, NY 13211	VARIOUS	E	A		N	N				12,683		C	
CC-00136	INFO TECHNOLOGY CORP PARAMUS, NJ 07652	VARIOUS	E	A		F	N				12,634		C	
CC-00137	INFOSAT ABLE HOLDINGS WILMINGTON, DE 19808	VARIOUS	S	A		F	N				12,514		C	
CC-00138	WL CONCEPTS & PRODUCTION FREEPORT, NY 11520	VARIOUS	S	A		N	N				12,467		C	
CC-00139	SV&I LEGAL SERVICE PONTE VEDRA, FL 32081	VARIOUS	S	A		F	N				12,465		C	
CC-00140	MIDWAY INDUSTRIAL SUPPLY CO AMHERST, NY 14228	VARIOUS	E	A		N	N				12,459		C	
CC-00141	BLUEBEAM INC. PASADENA, CA 91105	VARIOUS	I	A		F	N				12,275		C	
CC-00142	ALBION ACE HARDWARE ALBION, NY 14411	VARIOUS	E	A		N	N				12,086		C	
CC-00143	HUNTSMAN HOLDING LLC DBA CABELLA LLC/BASS PRO LLC SPRINGFIELD, MO 65898	VARIOUS	E	A		F	N				11,936		C	
CC-00144	SAF-GARD SAFETY SHOE GREENSBORO, NC 27407	VARIOUS	E	A		F	N				11,933		C	
CC-00145	A & C FURIA ELECTRIC CO WHITE PLAINS, NY 10603	VARIOUS	S	A		N	N				11,932		C	
CC-00146	AMERICAN SOCIETY OF SAFETY PROFESSIONALS PARK RIDGE, IL 60068	VARIOUS	E	A		F	N				11,921		C	
CC-00147	TRUGREEN INC MEMPHIS, TN 38120	VARIOUS	E	A		F	N				11,875		C	
CC-00148	4 SEASONS TIRE & AUTO ILION, NY 13357	VARIOUS	S	A		N	N				11,703		C	
CC-00149	NY TIMES LITTLE ROCK, AR 72202	VARIOUS	E	A		F	N				11,644		C	
CC-00150	THE IRON TOMATO LLC WHITE PLAINS, NY 10601	VARIOUS	E	A		N	N				11,591		C	
CC-00151	NEWPORT SERVICE NEWPORT, NY 13416	VARIOUS	S	A		N	N				11,486		C	
CC-00152	SWANK MOTION PICTURES SAINT LOUIS, MO 63127	VARIOUS	E	A		F	N				11,450		C	
CC-00153	THE EMPIRE CRANE COMP SYRACUSE, NY 13212	VARIOUS	E	A		N	N				11,350		C	
CC-00154	MORMILE PLUMBING CO AMSTERDAM, NY 12010	VARIOUS	E	A		N	N				11,263		C	
CC-00155	LUMIVERO, LLC DENVER, CO 80202	VARIOUS	E	A		F	N				11,225		C	
CC-00156	ROCHESTER PAINT CENTER ROCHESTER, NY 14606	VARIOUS	E	A		N	N				11,080		C	
CC-00157	WWW.THEDRONEU.COM LOVELAND, CO 80538	VARIOUS	E	A		F	N				11,032		C	
CC-00158	UNIFIRST FIRST AID CORP WILMINGTON, MA 01887	VARIOUS	S	A		F	N				11,003		C	
CC-00159	JOHN MINI DISTINCTIVE LANDSCAPES LTD CONGERS, NY 10920	VARIOUS	S	A		N	N				10,856		C	
CC-00160	INTERSTATE FIRE & EQUIPMENT INC HARRISON, NY 10528	VARIOUS	E	A		N	N				10,833		C	
CC-00161	SAUDERS STORE, INC SENECA FALLS, NY 13148	VARIOUS	E	A		N	N				10,603		C	
CC-00162	AUTOZONE NEWARK, NY 14513	VARIOUS	E	A		N	N				10,586		C	
CC-00163	SURVEYMONKEY.COM PALO ALTO, CA 94301	VARIOUS	S	A		F	N				10,537		C	
CC-00164	SPECTRUM MOBILE INC SAINT LOUIS, MO 63131	VARIOUS	E	A		F	N				10,507		C	
CC-00165	MARCUSEVANS.COM LONDON, EC3R 6HE GREAT BRITAIN	VARIOUS	E	A		F	N				10,446		C	
CC-00166	PEAK LOAD MANAGEMENT ALLIANCE VALLEJO, CA 94591	VARIOUS	S	A		F	N				10,440		C	
CC-00167	CREATE INC ASTORIA, NY 11105	VARIOUS	E	A		N	N				10,435		C	
CC-00168	EPUMPS INC BROOKLYN, NY 11236	VARIOUS	E	A		N	N				10,381		C	
CC-00169	SANDMANS RCD INC CANANDAIGUA, NY 14424	VARIOUS	E	A		N	N				10,300		C	
CC-00170	HOMEDEPOT.COM ATLANTA, GA 30339	VARIOUS	E	A		F	N				10,230		C	
CC-00171	F W WEBB CO SYRACUSE, NY 13214	VARIOUS	E	A		N	N				10,206		C	
CC-00172	SCHWEITZER ENGINEERING PULLMAN, WA 99163	VARIOUS	E	A		F	N				10,200		C	
CC-00173	IIA STORE LAKE MARY, FL 32746	VARIOUS	E	A		F	N				10,173		C	
CC-00174	HARVARD PDPR CAMBRIDGE, MA 02138	VARIOUS	E	A		F	N				10,080		C	
CC-00175	VARIDESK.COM COPPELL, TX 75019	VARIOUS	E	A		F	N				10,073		C	
CC-00176	WATER COFFEE DELIVERY TAMPA, FL 33607	VARIOUS	E	A		F	N				10,008		C	
CC-00177	TULLY RINCKEY PLLC ALBANY, NY 12205	VARIOUS	E	A		N	N				10,000		C	
CC-00178	DIESEL LAPTOPS, LLC IRMO, SC 29063	VARIOUS	E	A		F	N				9,973		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
CC-00179	LEROS POINT TO POINT VALHALLA, NY 10595	VARIOUS	S	A		N	N				9,952		C	
CC-00180	U.S. COAST GUARD CHESAPEAKE, VA 23320	VARIOUS	S	A		F	N				9,766		C	
CC-00181	CORNERSTONE TRAINING ROCHESTER, NY 14608	VARIOUS	S	A		N	N				9,750		C	
CC-00182	PRINTING EMPORIUM MERRICK, NY 11566	VARIOUS	S	A		N	N				9,736		C	
CC-00183	HOME OUTLET LLC LATHAM, NY 12110	VARIOUS	E	A		N	N				9,718		C	
CC-00184	C AND C CONTAINER CORP EAST DURHAM, NY 12423	VARIOUS	E	A		N	N				9,712		C	
CC-00185	SEAWAY MARINE GROUP LLC CLAYTON, NY 13624	VARIOUS	E	A		N	N				9,590		C	
CC-00186	DATABIT INC MAHWAH, NJ 07430	VARIOUS	E	A		F	N				9,580		C	
CC-00187	TIGERTOUGH VESTA, MN 56292	VARIOUS	E	A		F	N				9,567		C	
CC-00188	TALLMADGE TIRE SERVICE WATERLOO, NY 13165	VARIOUS	E	A		N	N				9,553		C	
CC-00189	NEWEGG INC. CITY OF INDUSTRY, CA 91748	VARIOUS	H	A		F	N				9,507		C	
CC-00190	PORTLAND SPREADWORKS LLC BROOKLYN, NY 11249	VARIOUS	E	A		N	N				9,495		C	
CC-00191	WINNCOM TECHNOLOGIES CORP SOLON, OH 44139	VARIOUS	E	A		F	N				9,427		C	
CC-00192	NORTH AMERICAN ELECTRIC RELIABILITY CORP ATLANTA, GA 30326	VARIOUS	S	A		F	N				9,380		C	
CC-00193	SAP GLOBAL MARKETING NEWTOWN SQUARE, PA 19073	VARIOUS	S	A		F	N				9,335		C	
CC-00194	BOKLAND CUSTOM VISUALS ALBANY, NY 12205	VARIOUS	S	A		N	N				9,311		C	
CC-00195	KONECRANES INC SPRINGFIELD, OH 45502	VARIOUS	E	A		F	N				9,305		C	
CC-00196	ROCKLER WOODWORKING AND HARDWARE BUFFALO, NY 14221	VARIOUS	E	A		N	N				9,258		C	
CC-00296	SAMS OF GEDNEY WAY WHITE PLAINS, NY 10605	VARIOUS	E	A		N	N				9,226		C	
CC-00197	EGGAN EXCAVATING EQUIPMENT CO INC ROME, NY 13440	VARIOUS	S	A		N	N				9,215		C	
CC-00198	TRUDOOR LLC PHOENIX, AZ 85035	VARIOUS	E	A		F	N				9,211		C	
CC-00199	SPIEL ASSOCIATES NEW HYDE PARK, NY 11040	VARIOUS	E	A		N	N				9,119		C	
CC-00200	TRACEY ROAD EQUIPMENT EAST SYRACUSE, NY 13057	VARIOUS	E	A		N	N				9,105		C	
CC-00201	UNIVERSITY OF ILLINOIS CHICAGO, IL 60612	VARIOUS	S	A		F	N				9,096		C	
CC-00202	FALLS FARM & GARDEN EQUIPMENT HUDSON FALLS, NY 12839	VARIOUS	E	A		N	N				9,087		C	
CC-00203	FIVE STAR EQUIPMENT INC SYRACUSE, NY 13212	VARIOUS	E	A		N	N				9,007		C	
CC-00204	TLC CLEANERS, LLC SOMERS, NY 10589	VARIOUS	S	A		N	N				9,000		C	
CC-00205	B&N LEGAL INTERPRETING, INC NEW YORK, NY 10151	VARIOUS	S	A		N	N				9,000		C	
CC-00206	SMARTSHEET INC. BELLEVUE, WA 98004	VARIOUS	E	A		F	N				9,000		C	
CC-00207	COACHDIVERSITY INSTITUTE HAYMARKET, VA 20169	VARIOUS	S	A		F	N				8,997		C	
CC-00208	CITYBLUE TECHNOLOGIES PEORIA, IL 61602	VARIOUS	E	A		F	N				8,990		C	
CC-00209	AMERICAN MUSCLE DOCKS WELLSBURG, WV 26070	VARIOUS	E	A		F	N				8,967		C	
CC-00210	CTECHMANUFACTURING.COM WESTON, WI 54476	VARIOUS	E	A		F	N				8,834		C	
CC-00211	RICKY'S TIRE & AUTO CENTER ROME, NY 13440	VARIOUS	E	A		N	N				8,805		C	
CC-00212	GREEN MOUNTAIN ELECTRIC COLCHESTER, VT 05446	VARIOUS	E	A		F	N				8,782		C	
CC-00213	HOSSFELD MANUFACTURING WINONA, MN 55987	VARIOUS	E	A		F	N				8,742		C	
CC-00214	ROBERT H. FINKE & SONS SELKIRK, NY 12158	VARIOUS	E	A		N	N				8,741		C	
CC-00215	A BETTER BITE CO ALBANY, NY 12210	VARIOUS	E	A		N	N				8,734		C	
CC-00216	EMPIRE STATE PLAZA CONVENTION CENTER ALBANY, NY 12242	VARIOUS	E	A		N	N				8,730		C	
CC-00217	TROY INDUSTRIAL SOLUTIONS WATERVLIET, NY 12189	VARIOUS	E	A		N	N				8,705		C	
CC-00218	EMBASSY SUITES EAST SY CORNING, NY 14830	VARIOUS	S	A		N	N				8,678		C	
CC-00219	NBB OFFICE ENVIRONMENT ELMSFORD, NY 10523	VARIOUS	E	A		N	N				8,600		C	
CC-00220	HOLLAND PUMP COMPANY WEST PALM BEACH, FL 33413	VARIOUS	E	A		F	N				8,554		C	
CC-00221	REGIONAL INT GENEVA GENEVA, NY 14456	VARIOUS	E	A		N	N				8,538		C	
CC-00222	FUZEHUB INC ALBANY, NY 12210	VARIOUS	E	A		N	N				8,500		C	
CC-00223	ASCE PURCHASING RESTON, VA 20191	VARIOUS	E	A		F	N				8,470		C	
CC-00224	COMPULINK TECHNOLOGIES INC NEW YORK, NY 10018	VARIOUS	H	A		N	N				8,226		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
CC-00225	ASPEN INC. NEW YORK, NY 10016	VARIOUS	E	A		N	N				8,210		C	
CC-00226	LAWSON PRODUCTS CHICAGO, IL 60631	VARIOUS	E	A		F	N				8,197		C	
CC-00227	KAPLAN-DEARBORN-PPI LA CROSSE, WI 54601	VARIOUS	E	A		F	N				8,110		C	
CC-00228	OMICRON ELECTRIC HOUSTON, TX 77054	VARIOUS	E	A		F	N				8,087		C	
CC-00229	INFO QUICK SOLUTIONS INC LIVERPOOL, NY 13090	VARIOUS	E	A		N	N				8,050		C	
CC-00230	UPLIFT DESK.COM AUSTIN, TX 78754	VARIOUS	E	A		F	N				8,029		C	
CC-00231	SOLAR ENERGY TRADE SHO ALEXANDRIA, VA 22314	VARIOUS	E	A		F	N				8,025		C	
CC-00232	SAFEGUARD LOCK & KEY YONKERS, NY 10705	VARIOUS	E	A		N	N				8,015		C	
CC-00233	NORTH AMERICAN ENERGY STANDARDS BOARD HOUSTON, TX 77002	VARIOUS	E	A		F	N				8,000		C	
CC-00234	WESLOR ENTERPRISES, IN LYONS, NY 14489	VARIOUS	E	A		N	N				7,896		C	
CC-00235	THE PERFECT PROMO NEW YORK, NY 10017	VARIOUS	E	A		N	N				7,830		C	
CC-00236	CATSKILL SPRING WATER INC UTICA, NY 13502	VARIOUS	E	A		N	N				7,824		C	
CC-00237	WELLNOW INC ALBANY, NY 12203	VARIOUS	E	A		N	N				7,815		C	
CC-00238	RAASA ELMSFORD, NY 10523	VARIOUS	E	A		N	N				7,780		C	
CC-00239	JM POWER AGGREGATES IN OGDENSBURG, NY 13669	VARIOUS	E	A		N	N				7,775		C	
CC-00240	SAFETY KLEEN SYSTEMS NORWELL, MA 02061	VARIOUS	S	A		F	N				7,774		C	
CC-00241	ALPIN HAUS BOAT SHOP AMSTERDAM, NY 12010	VARIOUS	E	A		N	N				7,765		C	
CC-00242	NU WAY CLEANERS WHITE PLAINS, NY 10606	VARIOUS	S	A		N	N				7,736		C	
CC-00243	W.F. WELLS THREE RIVERS, MI 49093	VARIOUS	E	A		F	N				7,717		C	
CC-00244	SPEC-CLEAN, LLC BROOKFIELD, CT 06804	VARIOUS	E	A		F	N				7,700		C	
CC-00245	STUDY FOR FE CORPORATION NEW YORK, NY 10016	VARIOUS	S	A		N	N				7,696		C	
CC-00246	GRAYBAR ELECTRIC COMPA SAINT LOUIS, MO 63105	VARIOUS	E	A		F	N				7,685		C	
CC-00247	ABSOLUTE PEST CONTROL LATHAM, NY 12110	VARIOUS	E	A		N	N				7,602		C	
CC-00248	MARKETING TOOLS INC. GRAND RAPIDS, MI 49503	VARIOUS	E	A		F	N				7,597		C	
CC-00249	VJP ENTERPRISES IN GANSEVOORT, NY 12831	VARIOUS	E	A		N	N				7,559		C	
CC-00383	MARK LIFLANDER INC SLEEPY HOLLOW, NY 10591	VARIOUS	S	A		N	N				7,471		C	
CC-00250	SP ANKER US BELLEVUE, WA 98004	VARIOUS	E	A		F	N				7,455		C	
CC-00251	SYMEONS GREEK RESTAURAUNT YORKVILLE, NY 13495	VARIOUS	E	A		N	N				7,380		C	
CC-00252	IEEE CB CONFERENCE PISCATAWAY, NJ 08855	VARIOUS	E	A		F	N				7,375		C	
CC-00253	NEW HORIZONS ROCHESTER ROCHESTER, NY 14623	VARIOUS	E	A		N	N				7,370		C	
CC-00254	BURKES HOME CENTER -FU FULTON, NY 13069	VARIOUS	E	A		N	N				7,369		C	
CC-00255	WESTERN GLOBAL TROY, MI 48084	VARIOUS	E	A		F	N				7,327		C	
CC-00256	META PLATFORMS, INC MENLO PARK, CA 94025	VARIOUS	S	A		F	N				7,324		C	
CC-00257	NATIONAL ASSOC. FOR EH&S WASHINGTON, DC 20006	VARIOUS	S	A		F	N				7,319		C	
CC-00258	CAPITAL TRACTOR, INC GREENWICH, NY 12834	VARIOUS	E	A		N	N				7,273		C	
CC-00259	ENVIRONMENTAL AND FUEL TROY, NY 12182	VARIOUS	E	A		N	N				7,250		C	
CC-00260	LIGHTS AUTO PARTS INC NEWARK, NY 14513	VARIOUS	E	A		N	N				7,237		C	
CC-00261	TEAMBONDING WEBSITE STOUGHTON, MA 02072	VARIOUS	S	A		F	N				7,210		C	
CC-00262	PASTERNACK INC IRVINE, CA 92614	VARIOUS	E	A		F	N				7,207		C	
CC-00263	W GLENN SEDAM INC ARLINGTON, VA 22205	VARIOUS	E	A		F	N				7,189		C	
CC-00264	DINOSAUR CATERING COPPELL, TX 75019	VARIOUS	E	A		F	N				7,186		C	
CC-00265	METROCOM WIRELESS BEDFORD HILLS, NY 10507	VARIOUS	E	A		N	N				7,175		C	
CC-00266	PCNATION NORTHFIELD, IL 60093	VARIOUS	E	A		F	N				7,113		C	
CC-00267	ASTORIA PIZZA FACTORY ASTORIA, NY 11105	VARIOUS	E	A		N	N				7,044		C	
CC-00268	GODADDY.COM TEMPE, AZ 85284	VARIOUS	S	A		F	N				7,033		C	
CC-00269	ACCURIS DENVER, CO 80237	VARIOUS	E	A		F	N				7,001		C	
CC-00270	HIAWATHA FASTENERS NORTH SYRACUSE, NY 13212	VARIOUS	E	A		N	N				6,990		C	
CC-00271	MULTI MEDIA PROMOS PLAINVIEW, NY 11803	VARIOUS	E	A		N	N				6,927		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
CC-00272	INDEED IRELAND OPERATIONS AUSTIN, TX 78750	VARIOUS	S	A		F	N				6,893		C	
CC-00273	NATIONAL PEN CO. LLC DOVER, DE 19904	VARIOUS	E	A		F	N				6,891		C	
CC-00274	IJ GLOBAL LONDON, EC4Y 8AX GREAT BRITAIN	VARIOUS	E	A		F	N				6,882		C	
CC-00275	PROFTECH LLC ELMSFORD, NY 10523	VARIOUS	E	A		N	N				6,868		C	
CC-00276	NATIONAL HYDROPOWER ASSOCIATION WASHINGTON, DC 20001	VARIOUS	E	A		F	N				6,775		C	
CC-00277	MAILCHIMP.COM ATLANTA, GA 30308	VARIOUS	S	A		F	N				6,767		C	
CC-00278	ELDEC LLC AUBURN HILLS, MI 48326	VARIOUS	E	A		F	N				6,760		C	
CC-00279	NYS ATTY COURTS.COM NEW YORK, NY 10004	VARIOUS	S	A		N	N				6,750		C	
CC-00280	BETLEM SERVICE CORPORATION ROCHESTER, NY 14620	VARIOUS	S	A		N	N				6,663		C	
CC-00281	THE GROVE 1848 KENDALL, NY 14476	VARIOUS	E	A		N	N				6,658		C	
CC-00282	JAY-K INDEPENDENT LUMB NEW HARTFORD, NY 13413	VARIOUS	E	A		N	N				6,654		C	
CC-00283	ACPA WASHINGTON, DC 20005	VARIOUS	E	A		F	N				6,600		C	
CC-00284	F AND F INDUSTRIAL EQUIPMENT MIDDLETOWN, NY 10941	VARIOUS	E	A		N	N				6,592		C	
CC-00285	ZIMMIES TIRES AND SERV LOCKPORT, NY 14094	VARIOUS	E	A		N	N				6,580		C	
CC-00286	ALU UNIVERSITY NEW PROVIDENCE, NJ 07974	VARIOUS	E	A		F	N				6,550		C	
CC-00287	BEST BUY CO. INC RICHFIELD, MN 55423	VARIOUS	E	A		F	N				6,540		C	
CC-00288	ALTEC INDUSTRIES, INC BIRMINGHAM, AL 35242	VARIOUS	E	A		F	N				6,518		C	
CC-00289	MONROE COMMUNITY COLLEGE ROCHESTER, NY 14623	VARIOUS	S	A		N	N				6,509		C	
CC-00290	PGS ENERGY TRAINING HILTON HEAD ISLAND, SC 29926	VARIOUS	S	A		F	N				6,502		C	
CC-00291	OVERDRIVE.COM CLEVELAND, OH 44125	VARIOUS	E	A		F	N				6,500		C	
CC-00292	LINES UP INC ARLINGTON, VA 22201	VARIOUS	E	A		F	N				6,500		C	
CC-00293	RAINBOW GLASS TINTING BUFFALO, NY 14217	VARIOUS	E	A		N	N				6,488		C	
CC-00294	ARGUS MEDIA INC HOUSTON, TX 77019	VARIOUS	E	A		F	N				6,439		C	
CC-00295	CLANCY RELOCATION PATTERSON, NY 12563	VARIOUS	S	A		N	N				6,430		C	
CC-00297	ZEP PRODUCTS ATLANTA, GA 30339	VARIOUS	E	A		F	N				6,372		C	
CC-00298	MID COUNTRY MACHINERY INC BREWERTON, NY 13029	VARIOUS	E	A		N	N				6,362		C	
CC-00299	THE CDL SCHOOLS ALB MENANDS, NY 12204	VARIOUS	S	A		N	N				6,340		C	
CC-00300	PRICE CHOPPER SUPERMARKET SCHENECTADY, NY 12308	VARIOUS	E	A		N	N				6,327		C	
CC-00301	BJS WHOLESALE CLUB, INC MARLBOROUGH, MA 01752	VARIOUS	E	A		F	N				6,325		C	
CC-00302	EXECUTIVE EVENTS NIWOT, CO 80544	VARIOUS	S	A		F	N				6,290		C	
CC-00303	DOUBLETREE SYRACUSE EAST SYRACUSE, NY 13057	VARIOUS	S	A		N	N				6,276		C	
CC-00304	UTICA MACK, INC. MARCY, NY 13403	VARIOUS	E	A		N	N				6,262		C	
CC-00305	QUENCH USA, INC. KING OF PRUSSIA, PA 19406	VARIOUS	E	A		F	N				6,249		C	
CC-00306	BOBCAT OF THE FINGER LAKES FAIRPORT, NY 14450	VARIOUS	E	A		N	N				6,248		C	
CC-00307	EB WICE CONFERENCE SP SAN FRANCISCO, CA 94105	VARIOUS	E	A		F	N				6,243		C	
CC-00308	FIRST CHOICE ELECTRIC NEWARK, NY 14513	VARIOUS	E	A		N	N				6,215		C	
CC-00309	VIBRATION INSTITUTE OAK BROOK, IL 60523	VARIOUS	E	A		F	N				6,200		C	
CC-00310	POWER DELIVERY CONSULT DEEP RIVER, CT 06417	VARIOUS	E	A		F	N				6,200		C	
CC-00311	ALLEN TRENCH SAFETY CORP DOWLING, MI 49050	VARIOUS	E	A		F	N				6,195		C	
CC-00312	D & W DIESEL, INC. AUBURN, NY 13021	VARIOUS	E	A		N	N				6,060		C	
CC-00313	POLSINELLO FUELS, INC RENSSELAER, NY 12144	VARIOUS	E	A		N	N				6,051		C	
CC-00314	AGENT24, INC. OYSTER BAY, NY 11771	VARIOUS	S	A		N	N				6,028		C	
CC-00315	ISC2.ORG CLEARWATER, FL 33759	VARIOUS	E	A		F	N				6,018		C	
CC-00316	SPLASH CAR WASH INC DOVER, DE 19901	VARIOUS	S	A		F	N				6,005		C	
CC-00317	OTERO SYSTEMS OKLAHOMA CITY, OK 73128	VARIOUS	I	A		F	N				5,998		C	
CC-00318	HARDWARE AND FASTENING SOLUTIONS INC ROCHESTER, NY 14606	VARIOUS	E	A		N	N				5,998		C	
CC-00319	ELECTRICAL PE REVIEW TAMPA, FL 33611	VARIOUS	E	A		F	N				5,980		C	
CC-00320	POWER DRIVES INC BUFFALO, NY 14210	VARIOUS	E	A		N	N				5,948		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
CC-00321	ALBION HARDWARE ALBION, NY 14411	VARIOUS	E	A		N	N				5,945		C	
CC-00322	WALTER S PRATT & SONS INC RENSSELAER, NY 12144	VARIOUS	E	A		N	N				5,933		C	
CC-00323	RISA TECH INC FOOTHILL RANCH, CA 92610	VARIOUS	I	A		F	N				5,916		C	
CC-00324	LINDENMEYR MUNROE MOONACHIE, NJ 07074	VARIOUS	E	A		F	N				5,882		C	
CC-00325	JOHN M ELLSWORTH CO INC MILWAUKEE, WI 53224	VARIOUS	E	A		F	N				5,878		C	
CC-00326	ONTRACK TRAINING LLC FORT MYERS, FL 33913	VARIOUS	S	A		F	N				5,865		C	
CC-00327	NY INTERNATIONAL AUTO WHITESTONE, NY 11357	VARIOUS	E	A		N	N				5,850		C	
CC-00328	DELOKA LLC LYONS, NY 14489	VARIOUS	E	A		N	N				5,849		C	
CC-00329	STOPTHEBLEED.ORG GREER, SC 29650	VARIOUS	S	A		F	N				5,845		C	
CC-00330	ADORAMA INC. NEW YORK, NY 10011	VARIOUS	E	A		N	N				5,764		C	
CC-00331	LAWLINE.COM NEW YORK, NY 10003	VARIOUS	S	A		N	N				5,710		C	
CC-00332	WASHINGTON ENGINEERING CENTER ALEXANDRIA, VA 22314	VARIOUS	S	A		F	N				5,681		C	
CC-00333	JAKES GRUB & GROG CENTRAL SQUARE, NY 13036	VARIOUS	E	A		N	N				5,642		C	
CC-00334	THE SIGN WORKS INCORPORATED LLC ELMSFORD, NY 10523	VARIOUS	E	A		N	N				5,602		C	
CC-00335	MCCARTHY TIRE INC ROCHESTER, NY 14623	VARIOUS	E	A		N	N				5,570		C	
CC-00336	DRAIN SAVER INC WHITE PLAINS, NY 10604	VARIOUS	E	A		N	N				5,560		C	
CC-00337	QUINCY COMPRESSORS BAY MINETTE, AL 36507	VARIOUS	E	A		F	N				5,560		C	
CC-00338	CITY OF WHITE PLAINS WHITE PLAINS, NY 10601	VARIOUS	S	A		N	N				5,559		C	
CC-00339	SHIP YOUR CAR NOW LLC BOCA RATON, FL 33432	VARIOUS	S	A		F	N				5,530		C	
CC-00340	GREAT LAKES POWER SERV MENTOR, OH 44060	VARIOUS	E	A		F	N				5,520		C	
CC-00341	BIS SAFETY SOFTWARE SHERWOOD PARK, T8A4G6 CANADA	VARIOUS	S	A		F	N				5,517		C	
CC-00342	EDUMIND LLC DUBLIN, OH 43017	VARIOUS	E	A		F	N				5,500		C	
CC-00343	CLEAN ENERGY LEADERSHIP INSTITUTE OAKLAND, CA 94612	VARIOUS	S	A		F	N				5,500		C	
CC-00344	SEALMASTER WESTMORELAN WESTMORELAND, NY 13490	VARIOUS	E	A		N	N				5,489		C	
CC-00345	HOFFMAN CARWASH INC ALBANY, NY 12205	VARIOUS	S	A		N	N				5,485		C	
CC-00346	D.J.M. EQUIPMENT, INC. GENEVA, NY 14456	VARIOUS	E	A		N	N				5,470		C	
CC-00347	CCCM, LLC DBA GRATING SYSTEMS WEST HAVEN, UT 84401	VARIOUS	E	A		F	N				5,428		C	
CC-00348	FILTREC CORP AUBURN, NY 13021	VARIOUS	E	A		N	N				5,425		C	
CC-00349	ERIE MATERIALS SYRACUSE, NY 13208	VARIOUS	E	A		N	N				5,420		C	
CC-00350	MONOPRICE, INC. RANCHO CUCAMONGA, CA 91730	VARIOUS	E	A		F	N				5,415		C	
CC-00357	EB REGIONAL ALLIANCE SAN FRANCISCO, CA 94105	VARIOUS	S	A		F	N				5,391		C	
CC-00351	INFORMATION TODAY MEDFORD, NJ 08055	VARIOUS	S	A		F	N				5,385		C	
CC-00352	GRAPHICS BY COLOR GROUP HAWTHORNE, NY 10532	VARIOUS	E	A		N	N				5,385		C	
CC-00353	DOBLE ENGINEERING CO MARLBOROUGH, MA 01752	VARIOUS	S	A		F	N				5,385		C	
CC-00354	SMARTSIGN BROOKLYN, NY 11201	VARIOUS	E	A		N	N				5,369		C	
CC-00355	1000BULBS.COM GARLAND, TX 75041	VARIOUS	E	A		F	N				5,352		C	
CC-00356	SOMOS INC TROY, NY 12180	VARIOUS	S	A		N	N				5,350		C	
CC-00358	SHERWIN-WILLIAMS CO LIVERPOOL, NY 13090	VARIOUS	E	A		N	N				5,330		C	
CC-00359	THE OPUS WESTCHESTER WHITE PLAINS, NY 10601	VARIOUS	S	A		N	N				5,283		C	
CC-00360	A-VERDI LLC SAVANNAH, NY 13146	VARIOUS	E	A		N	N				5,280		C	
CC-00361	5GSTORE.COM CRYSTAL LAKE, IL 60014	VARIOUS	E	A		F	N				5,268		C	
CC-00362	ALL SAFETY PRODUCTS INC LAKEWOOD, CA 90712	VARIOUS	E	A		F	N				5,257		C	
CC-00363	AWS E-COMMERCE MIAMI, FL 33166	VARIOUS	E	A		F	N				5,243		C	
CC-00364	MOTION AI ROCHESTER, NY 14607	VARIOUS	E	A		N	N				5,236		C	
CC-00365	SAP AMERICA INC NEWTOWN SQUARE, PA 19073	VARIOUS	E	A		F	N				5,224		C	
CC-00366	PAUL PASQUARELLO INC BUFFALO, NY 14222	VARIOUS	S	A		N	N				5,218		C	
CC-00368	NEW YORK STATE FORUM NYSFORUM.ORG ALBANY, NY 12205	VARIOUS	S	A		N	N				5,200		C	
CC-00369	SMITH CONTROL SYSTEMS HUDSON, NY 12534	VARIOUS	E	A		N	N				5,197		C	

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYPE	MOA	RNA	OPA	SDIV	BIDS	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
CC-00370	VIA GARIBALDI WHITE PLAINS, NY 10601	VARIOUS	E	A		N	N				5,191		C	
CC-00371	LEARNING TREE INTERNATIONAL US HERNDON, VA 20171	VARIOUS	S	A		F	N				5,170		C	
CC-00372	NY DEC REGULATORY ALBANY, NY 12233	VARIOUS	S	A		N	N				5,128		C	
CC-00373	BROWNS FORD OF JOHNSTOWN JOHNSTOWN, NY 12095	VARIOUS	S	A		N	N				5,128		C	
CC-00374	HUNTER TRUCK CO BUFFALO, NY 14225	VARIOUS	E	A		N	N				5,124		C	
CC-00375	PREMIUMHOMESOURCE NEW YORK, NY 10001	VARIOUS	E	A		N	N				5,108		C	
CC-00376	MITCHELL1/SNAP-ON US POWAY, CA 92064	VARIOUS	E	A		F	N				5,088		C	
CC-00377	THE CONNECTIVITY CENTER MADISON, AL 35756	VARIOUS	E	A		F	N				5,063		C	
CC-00378	NORTH AMERICAN GENERATOR FORUM POWELL, OH 43065	VARIOUS	S	A		F	N				5,050		C	
CC-00379	COACHS CORNER MASSENA, NY 13662	VARIOUS	S	A		N	N				5,048		C	
CC-00380	NYS TOURISM INDUSTRY TROY, NY 12180	VARIOUS	E	A		N	N				5,023		C	
CC-00381	NEW YORK STATE BAR ASSOCIATION ALBANY, NY 12207	VARIOUS	S	A		N	N				5,008		C	
CC-00382	PENGUIN RANDOM HOUSE WESTMINSTER, MD 21157	VARIOUS	E	A		F	N				5,000		C	
		TOTALS							6,393,792,373	4,859,139,241	1,091,435,664			

ANNUAL REPORT OF PROCUREMENT CONTRACTS

Exhibit A-2

	Contracts		Aggr NCPO	Aggr CC
Number of Contracts	3089		398	382
Total Contract Value		$6,393,792,373		
Total Expended to Date		$4,859,139,241		
Total Expended in Report Year		$1,045,375,941	$39,196,666	$6,863,057
Status Summary	Count	Contract Value		
Open Contracts	1787	$5,756,365,690		
Closed Contracts	1302	637,426,683		
Method of Award Summary				
Competitive Bid	1827	6,220,478,939		
Sole Source	150	16,566,163		
Single Source	458	60,488,714		
Competitive Search	651	96,190,057		
Competitive Discretionary	3	68,500		
Commitment Type Summary				
Architectural and Engineering Services	161	103,381,370		
Construction	176	4,219,092,539		
Equipment / Goods / Commodities	1273	844,698,872		
IT Hardware	41	3,296,193		
IT Software	234	53,733,258		
Legal Services	2	1,325,034		
Maintenance and Outage Services	2	76,459,324		
Personal Services	569	590,810,629		
IT Consulting and Development	10	4,402,614		
Other Non-Personal Services	591	418,132,420		
Telecommunications	8	24,192,273		
Contingent Workforce	22	54,267,847		

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYP E	MOA	RNA	OPA	SOI	BID	S	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
FD-1990-33	Northville Industries Corp. NIC Melville, NY 11747	Oil Storage Agreement -Setauket	E	2		N	N	32		18,865,005	18,865,005	162,258	04/01/94	O	03/31/25
FD-1990-34	Northville Industries Corp. NIC Melville, NY 11747	Oil Storage Agreement- Holtsville	E	2		N	N	32		6,144,667	6,144,667	649,030	10/01/93	O	03/31/25
FD-2002-11	PSEG EnergyResourcesTrade Newark, NJ 07102	NAESB Agreement for Natural Gas	E	B		F	N	32		11,017,721	11,017,721	0	11/01/02	O	
FD-2003-09	J. Aron and Company New York, NY 10004	NAESB Agreement for Natural Gas	E	B		N	N	32		83,241,402	83,241,402	0	04/22/03	O	
FD-2003-10	BP Energy Company Houston, TX 77079	NAESB Agreement for Natural Gas	E	B		F	N	32		221,828,649	221,828,649	0	10/01/04	O	
FD-2003-12	Exelon Generation Company, LLC Baltimore, MD 21231	NAESB Agreement for Natural Gas	E	B		F	N	32		69,252,906	69,252,906	0	06/09/03	O	
FD-2003-13	Merrill Lynch Commodities, Inc. Houston, TX 77046	NAESB Agreement for Natural Gas	E	B		F	N	32		2,538,965	2,538,965	0	11/01/03	O	
FD-2003-14	Colonial Energy Inc. Fairfax, VA 22033	NAESB Agreement for Natural Gas	E	B		F	N	32		520,388,670	520,388,670	168,038	07/01/03	O	
FD-2003-15	Virginia Power Energy Mktg Richmond, VA 23260	NAESB Agreement for Natural Gas	E	B		F	N	32		629,265,426	629,265,426	0	07/11/03	O	
FD-2004-08	Shell Energy North America (US), L.P. Houston, TX 77002	NAESB Agreement for Natural Gas	E	B		F	N	32		103,123,588	103,123,588	0	04/01/04	O	
FD-2005-12	NJR Energy Services Co Wall, NJ 07719	NAESB Agreement for Natural Gas	E	B		F	N	32		486,329,144	486,329,144	55,586	09/01/05	O	
FD-2008-05	Sequent Energy Mgmt LP Houston, TX 77002	NAESB Agreement for Natural Gas	E	B		F	N	32		44,094,869	44,094,869	1,532,286	03/01/08	O	
FD-2008-06	Macquarie Energy LLC Houston, TX 77002	NAESB Agreement for Natural Gas	E	B		F	N	32		47,096,447	47,096,447	0	07/01/08	O	
FD-2008-10	United Energy Trading, LLC Lakewood, CO 80228	NAESB Agreement for Natural Gas	E	B		F	N	32		159,713,512	159,713,512	711,213	11/19/08	O	
FD-2009-07	Conoco Phillips Company Houston, TX 77079	NAESB Agreement for Natural Gas	E	B		F	N	32		54,569,179	54,569,179	1,956,286	05/01/09	O	
FD-2009-08	NextEra Energy Power Marketing, LLC Juno Beach, FL 33408	NAESB Agreement for Natural Gas	E	B		F	N	32		15,896,315	15,896,315	0	12/01/09	O	
FD-2010-02	ENSTOR Energy Services, LLC Houston, TX 77070	NAESB Agreement for Natural Gas	E	B		F	N	32		37,442,338	37,442,338	0	08/09/10	O	
FD-2011-06	EDF Trading North America, LLC Houston, TX 77041	NAESB Agreement for Natural Gas	E	B		F	N	32		217,508,240	217,508,240	2,116,681	06/01/11	O	
FD-2011-10	Tenaska Gas Storage, LLC Omaha, NE 68154	NAESB Agreement for Natural Gas	E	B		F	N	32		1,251,315	1,251,315	0	12/01/11	O	
FD-2011-11	Statoil Natural Gas, LLC Stamford, CT 06902	NAESB Agreement for Natural Gas	E	B		F	N	32		18,684,302	18,684,302	0	04/18/12	O	
FD-2012-02	Repsol Energy North America Corporation The Woodlands, TX 77381	NAESB Agreement for Natural Gas	E	B		F	N	32		51,016,086	51,016,086	0	11/13/12	O	
FD-2013-06	Chesapeake Energy Marketing, LLC Oklahoma City, OK 73154	NAESB Agreement for Natural Gas	E	B		F	N	32		71,803,903	71,803,903	0	05/28/13	O	
FD-2014-08	Spark Energy Gas, LLC Houston, TX 77079	NAESB Agreement for Natural Gas	E	B		F	N	32		437,233,706	437,233,706	6,861,191	02/01/14	O	
FD-2014-12	EQT Energy, LLC Pittsburgh, PA 15222	NAESB Agreement for Natural Gas	E	B		F	N	32		39,647,196	39,647,196	2,131,354	05/01/14	O	
FD-2014-16	Pacific Summit Energy LLC Irvine, CA 92614	NAESB Agreement for Natural Gas	E	B		F	N	32		155,829,753	155,829,753	10,074,787	08/11/14	O	
FD-2015-03	Cabot Oil & Gas Corporation Houston, TX 77024	NAESB Agreement for Natural Gas	E	B		F	N	32		2,439,304	2,439,304	0	03/02/15	O	
FD-2015-05	DTE Energy Trading, Inc. Ann Arbor, MI 48104	NAESB Agreement for Natural Gas	E	B		F	N	32		161,152,469	161,152,469	14,437,218	08/14/15	O	
FD-2015-07	Definite Energy Group New York, NY 10022	NAESB Agreement for Natural Gas	E	B		N	N	32		385,895	385,895	0	10/01/15	O	
FD-2015-10	Direct Energy Business Marketing, LLC Iselin, NJ 08830	NAESB Agreement for Natural Gas	E	2		F	N	32		8,510,659	8,510,659	3,729,674	12/14/15	O	
FD-2016-02	Astoria Energy II LLC Astoria, NY 11105	AEII Demand Charges	E	2		N	N			194,848	194,848	38,979	05/01/16	O	
FD-2016-07	National Grid - LI Hicksville, NY 11801	LDC Agreement (Flynn)	E	2		N	N			8,764,774	8,764,774	1,581,276	04/01/17	O	
FD-2018-09	Twin Eagle Resource Management LLC Houston, TX 77040	NAESB Agreement for Natural Gas	E	B		F	N	32		6,070,679	6,070,679	713,009	07/10/18	O	
FD-2018-13	Engie Energy Marketing NA, Inc Houston, TX 77058	NAESB Agreement for Natural Gas	E	B		F	N	32		9,146,636	9,146,636	79,568	04/12/18	O	
FD-2018-19	Consolidated Edison Energy Valhalla, NY 10595	NAESB Agreement for Natural Gas	E	B		F	N	32		195,568	195,568	0	02/19/19	O	
FD-2018-20	Freepoint Commodities LLC Stamford, CT 06902	NAESB Agreement for Natural Gas	E	B		F	N	32		16,401,586	16,401,586	1,775,553	06/28/18	O	
FD-2018-21	Penn Oak Services, LLC Washington, DC 20012	NAESB Agreement for Natural Gas	E	B		F	N	32		9,068,690	9,068,690	1,040,925	07/19/18	O	
FD-2019-02	Castleton Commodities Mercant Trading LP 2200 Stamford, CT 06902	NAESB Agreement for Natural Gas	E	B		F	N	32		167,583,805	167,583,805	31,981,163	02/08/19	O	
FD-2019-03	Spotlight energy LLC Houston, TX 77024	NAESB Agreement for Natural Gas	E	B		F	N	32		42,489,061	42,489,061	3,349,065	04/18/19	O	
FD-2019-06	Transco Houston, TX 77216	Firm Gas Transportation Agreement	E	2		F	N			3,322,808	3,322,808	1,485,021	06/01/19	O	

CONTRACT NUMBER	PROVIDER NAME	CONTRACT DESCRIPTION	TYP	BE	MOA	RNA	OPA	SOI	BVD	S	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
FD-2019-07	Con Edison New York, NY 10003	LDC Agreement	E		2		N	N			15,125,446	15,125,446	3,741,781	07/01/19	O	
FD-2020-01	Vitol Houston, TX 77098	NAESB Agreement for Natural Gas	E		2		F	N	32		67,924,932	67,924,932	12,153,507	01/14/20	O	
FD-2020-02	Gunvor Houston, TX 77002	NAESB Agreement for Natural Gas	E		2		F	N	32		1,442,633	1,442,633	0	03/02/20	O	
FD-2020-08	AmSpec LLC Avenel, NJ 07001	Oil Inspection Agreement	S		B		N	N	10		851,657	851,657	0	10/01/20	O	12/31/25
FD-2020-09	Six One Commodities Stamford, CT 06902	NAESB Agreement for Natural Gas	E		2		F	N	32		15,025,239	15,025,239	883,986	10/22/20	O	
FD-2020-10	Diversified Roswell, GA 30075	NAESB Agreement for Natural Gas	E		2		F	Y	32		3,125	3,125	0	10/23/20	O	
FD-2020-11	Aggressive Energy Brooklyn, NY 11231	NAESB Agreement for Natural Gas	E		B		F	N	32		4,485	4,485	0	01/04/21	O	
FD-2022-10	Citadel Energy Marketing LLC Chicago, IL 60603	NAESB Agreement for Natural Gas	E		B		F	N	32		21,582,383	21,582,383	11,891,312	07/07/22	O	
FD-2022-11	DXT Commodities North America Inc Stamford, CT 06902	NAESB Agreement for Natural Gas	E		B		F	N	32		919,878	919,878	125,014	07/13/22	O	
FD-2022-12	Uniper Global Commodities North America LLC Chicago, IL 60602	NAESB Agreement for Natural Gas	E		B		F	N	32		3,227,649	3,227,649	256,222	07/21/22	O	
FD-2022-14	Atlantic Product Services, Inc. Carteret, NJ 07008	Oil Inspection Agreement	E		B		F	N	10		38,603	38,603	3,090	01/01/23	O	12/31/25
FD-2022-09	Camin Cargo Control, Inc. Pasadena , TX 77506	Oil Inspection Agreement	E		B		F	N	10		32,914	32,914	14,249	01/01/23	O	12/31/25
FD-2022-15	Emera Energy Services, Inc. Halifax, NS B3J1A1 CANADA	NAESB Agreement for Natural Gas	E		B		F	N	32		64,222,001	64,222,001	29,197,077	09/20/22	O	
FD-2022-20	Hartree Partners, LP New York, NY 10036	NAESB Agreement for Natural Gas	E		B		F	N	32		6,820,396	6,820,396	6,159,745	10/28/22	O	
FD-2022-21	Koch Energy Services, LLC Wichita, KS 67220	NAESB Agreement for Natural Gas	E		B		F	N	32		4,288,429	4,288,429	3,297,302	12/01/22	O	
FD-2023-02	National Grid - LI Hicksville, NY 11801	LDC Agreement (Brentwood/Pilgrim)	E		2		N	N			1,384,098	1,384,098	484,922	06/01/23	C	05/31/24
FD-2023-03	National Grid - NY Brooklyn, NY 11201	LDC Agreement(G/K/P)	E		2		N	N			4,638,131	4,638,131	1,400,643	06/01/23	C	05/31/24
FD-2024-01	National Grid - LI Hicksville, NY 11801	LDC Agreement (Brentwood/Pilgrim)	E		2		N	N			398,900	398,900	398,900	06/01/24	C	07/31/24
FD-2024-02A	National Grid - NY Brooklyn, NY 11201	LDC Agreement(G/K/P)	E		2		N	N			306,032	306,032	306,032	06/01/24	C	07/31/24
FD-2024-03	George E Warren LLC Vero Beach, FL 32963	Oil Inventory	E		B		F	N	5		3,541,226	3,541,226	3,541,226	06/04/24	C	06/30/24
FD-2024-07	UGI Energy Services Wyomissing, PA 19610	NAESB Agreement for Natural Gas	E		B		F	N	32		356,976	356,976	356,976	02/06/24	O	
FD-2024-08	Calpine Energy Services Houston , TX 77002	NAESB Agreement for Natural Gas	E		B		F	N	32		694,746	694,746	694,746	02/06/24	O	
FD-2024-04	National Grid - LI Hicksville, NY 11801	LDC Agreement (Flynn)	E		2		N	N			802,486	802,486	802,486	08/01/24	O	
FD-2024-05	National Grid - NY Brooklyn, NY 11201	LDC Agreement(G/K/P)	E		2		N	N			447,849	447,849	447,849	08/01/24	O	
FD-2024-06	TC Energy Marketing Inc Houston , TX 77002	NAESB Agreement for Natural Gas	E		B		F	N	32		529,574	529,574	529,574	06/24/24	O	
		FUELS TOTALS									4,154,119,868	4,154,119,868	163,316,795			

* Contract continues until terminated by NYPA or Counterparty upon specified notice.

Total Number of Contracts	64	
Total Contract Value		$4,154,119,868
Total Expended to Date		$4,154,119,868
Total Expended in Report Year		$163,316,795
Status Summary	Count	Contract Value
Open Contracts	59	$4,143,851,482
Closed Contracts	5	10,268,387
Method of Award Summary		
Competitive Bid	47	4,000,818,238
Sole Source	0	0
Single Source	17	153,301,631
Competitive Search	0	0

Architectural and Engineering Services	0	0
Construction	0	0
Equipment / Goods / Commodities	63	4,153,268,211
IT Hardware	0	0
IT Software	0	0
Legal Services	0	0
Maintenance and Outage Services	0	0
Personal Services	0	0
IT Consulting and Development	0	0
Other Non-Personal Services	1	851,657
Telecommunications	0	0
Contingent Workforce	0	0

PROVIDER NAME	CONTRACT DESCRIPTION	TYP	MOA	RNA	OPA	SOI	BVD	CONTRACT AMOUNT	EXPENDED TO DATE	EXPENDED 2024	DATE OF CONTRACT	O\C	END DATE
PFM FINANCIAL ADVISORS LLC PHILADELPHIA, PA 19103	Capital Markets Financial Advisor	P	B	9	N	N	1	300,050	300,050	0	8/19/2019	O	
Piper Sandler Minneapolis, MN 55402	Capital Markets Financial Advisor	P	B	9	N	N	2	1,535,673	1,535,673	633,581	1/1/2022	O	
Hilltop (Prager & Co) San Francisco, CA 94111	Capital Markets Financial Advisor	P	B	9	N	N	2	196,929	196,929	0	1/1/2022	O	
Hilltop (Prager & Co) San Francisco, CA 94111	Capital Markets Financial Advisor_SFP	P	B	9	N	N	2	5,000	5,000	0	1/1/2022	O	
Credit Agricole New York, NY 10019	Advisors	P	B	9	N	N	1	10,000	10,000	0	6/12/2020	O	
Digital Assurance Certification (DAC)Formerly an Ernst & Young LLP affiliate company Orlando, FL 32801	Post Issuance Compliance provider	P	B	9	N	N	1	3,500	3,500	0	4/17/2023	O	
Bank of America New York, NY 10036	Re-marketing Agent CP-1	S	B	9	N	N	1	103,288	103,288	90,685	2/11/2022	O	
Bank of New York (formely JPMorgan) New York, NY 10286	Trustee/Paying Agent Services on Bonds _ SPF 2023	S	B	9	N	N	1	7,000	7,000	0	4/1/2022	O	
Bank of New York (formely JPMorgan) New York, NY 10286	Trustee/Paying Agent Services on Bonds	S	2	9	N	N	1	767,801	767,801	0	2/24/1998	O	
Bank of New York (formerly JPMorgan) New York, NY 10286	Trustee- Commercial Paper	S	2	9	N	N	1	328,817	328,817	0	10/2/2006	O	
Barclays Capital (assigned from Lehman Bros.) ** New York, NY 10019	Re-marketing Agent CP-1	S	B	9	N	N	1	2,195,541	2,195,541	0	7/14/1994	O	
Barclays Capital (assigned from Lehman Bros.) New York, NY 10019	Re-marketing Agent CP-3	S	B	9	N	N	1	41,988	41,988	0	6/26/2008	O	
Citigroup New York, NY 10013	Re-marketing Agent CP-2	S	B	9	N	N	1	1,351,308	1,351,308	8,069	12/4/1997	C	3/9/2024
Goldman, Sachs & Co. New York, NY 10004	Re-marketing Agent CP-2 and 3	S	B	9	N	N	1	1,332,549	1,332,549	4,354	12/4/1997	O	
Goldman, Sachs & Co. New York, NY 10004	Re-marketing EMCP	S	B	9	N	N	1	958,839	958,839	0	3/4/2003	O	
JPMorgan Chase New York, NY 10017	Re-marketing Agent CP-2	S	B	9	N	N	1	643,563	643,563	50,948	6/28/2001	O	
JPMorgan Chase New York, NY 10017	Re-marketing Agent CP-3	S	B	9	N	N	1	774,863	774,863	23,680	12/4/1997	O	
JPMorgan Chase New York, NY 10017	Escrow Agent POCR/CASP & LMEI Funds	S	B	9	N	N	1	621,903	621,903	0	5/30/1996	O	
JPMorgan Chase New York, NY 10017	Revolving Line of Credit 2019	S	B	9	N	N	1	24,458,282	24,458,282	2,292,583	1/19/2019	O	1/12/2026
JPMorgan Chase New York, NY 10017	Revolving Line of Credit 2020	S	B	9	N	N	2	5,917,167	5,917,167	825,208	4/22/2020	O	4/11/2026
Morgan Stanley New York, NY 10020	Re-marketing Agent CP-1	S	B	8	N	N	7	517,518	517,518	0	3/31/2009	O	
RBC Capital Markets ** New York, NY 10036	Re-marketing Agent CP-1	S	B	9	N	N	7	980,955	980,955	0	7/14/1994	O	
Sustainalytics U.S. Inc. New York, NY 10007	Surveillance of our Green Bond framework & financing	S	B	9	N	N	1	43,000	43,000	43,000	7/2/2024	O	
	FINANCE TOTALS							43,095,532	43,095,532	3,972,109			

* Contract continues until terminated by NYPA or Counterparty upon specified notice

** Expense History only available from 1997

Total Number of Contracts	23	
Total Contract Value		$43,095,532
Total Expended to Date		$43,095,532
Total Expended in Report Year		$3,972,109
Status Summary	Count	Contract Value
Open Contracts	22	$41,744,224
Closed Contracts	1	$1,351,308
Method of Award Summary		
Competitive Bid	21	$41,998,915
Sole Source	0	$0
Single Source	2	$1,096,617
Competitive Search	0	$0

Architectural and Engineering Services	0	$0
Construction	0	$0
Equipment / Goods / Commodities	0	$0
IT Hardware	0	$0
IT Software	0	$0
Legal Services	0	$0
Maintenance and Outage Services	0	$0
Personal Services	6	$2,051,152
IT Consulting and Development	0	$0
Other Non-Personal Services	17	$41,044,380
Telecommunications	0	$0
Contingent Workforce	0	$0

	Procurements	Contracts		Aggr NCPO	Aggr CC
Total Number of Contracts	3956	3176		398	382
Total Contract Value	$10,591,007,774		$10,591,007,774		
Total Expended to Date			$9,056,354,642		
Total Expended in Report Y	$1,258,724,568		$1,212,664,845	$39,196,666	$6,863,057

Status Summary	Count	Contract Value
Open Contracts	1868	$9,941,961,396
Closed Contracts	1308	649,046,378
Method of Award Summary		
Competitive Bid	1895	10,263,296,092
Sole Source	150	16,566,163
Single Source	477	214,886,962
Competitive Search	651	96,190,057
Competitive Discretionary	3	68,500

Commitment Type Summary		
Architectural and Engineering Services	161	103,381,370
Construction	176	4,219,092,539
Equipment / Goods / Commodities	1336	4,997,967,083
IT Hardware	41	3,296,193
IT Software	234	53,733,258
Legal Services	2	1,325,034
Maintenance and Outage Services	2	76,459,324
Personal Services	575	592,861,781
IT Consulting and Development	10	4,402,614
Other Non-Personal Services	609	460,028,457
Telecommunications	8	24,192,273
Contingent Workforce	22	54,267,847

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: **March 18, 2025**

To: **GOVERNANCE COMMITTEE**

From: **PRESIDENT & CHIEF EXECUTIVE OFFICER**

Subject: **Annual Review and Approval of Guidelines and Procedures for the Disposal and Acquisition of Real Property and Annual Reports for the Disposal and Acquisition of Real Property**

SUMMARY

The Committee is requested to recommend to the New York Power Authority Board of Trustees ("Board of Trustees") and New York State Canal Corporation Board of Directors ("Board of Directors") approval of the following at their next meeting:

1. Exhibit A: 2024 Report of Acquisition and Disposal of New York Power Authority Real Property
2. Exhibit B-1: 2025 Guidelines and Procedures for the Disposal of New York Power Authority Real Property
3. Exhibit B-2: 2025 Guidelines and Procedures for the Acquisition of Real Property by the New York Power Authority
4. Exhibit C-1: New York Power Authority 2024 Annual Report of the Disposal of Real Property in excess of $15,000
5. Exhibit C-2: New York Power Authority 2024 Annual Report of the Acquisition of Real Property in excess of $15,000
6. Exhibit D: 2024 Report of Acquisition and Disposal of Canal Corporation Real Property
7. Exhibit E-1: 2025 Guidelines and Procedures for the Disposal of Canal Corporation Real Property
8. Exhibit E-2: 2025 Guidelines and Procedures for the Acquisition of Canal Corporation Real Property
9. Exhibit F-1: Canal Corporation 2024 Annual Report of the Disposal of Real Property in excess of $15,000
10. Exhibit F-2: Canal Corporation 2024 Annual Report of the Acquisition of Real Property in excess of $15,000

BACKGROUND

On January 13, 2006, the PAAA was enacted to codify model governance principles for New York State's public authorities to further accountability and transparency. The PAAA was subsequently amended by the Public Authorities Reform Act (Chapter 506 of the Laws of 2009). Among its provisions, the PAAA established rules for the disposal and acquisition of real property owned by public authorities. In addition to requiring each authority to draft and annually review and approve guidelines consistent with the legislation, each authority must also prepare an annual report of all real property of such authority having an estimated fair market value in excess of fifteen thousand dollars that the authority acquires or disposes of during such period. The report shall

contain the price received or paid by the authority and the name of the purchaser or seller for all such property sold or bought by the authority during such period.

Article VII, Section 5 of the shared By-Laws for the New York Power Authority and Canal Corporation's requires that the Trustees and Board of Directors adopt expenditure authorization procedures which, among other things, govern real estate approval authorizations and executions.

The 2025 Real Property Disposal Guidelines and the 2025 Real Property Acquisition Guidelines set forth the methodology regarding the use, award, monitoring and reporting of contracts for the disposal and acquisition of real property and designate a Contracting Officer responsible for compliance with, and enforcement of, such Guidelines. The Trustees reviewed and approved the Authority's 2024 Real Property Disposal and Acquisition Guidelines at their December 10, 2024 meeting. No changes were made to the Disposal or Acquisition Guidelines for 2025.

There are no material changes to the Canal Corporation's Real Property Disposal Guidelines or Acquisition Guidelines for 2025.

DISCUSSION

New York Public Authorities Law §2800 requires that the Real Property Disposal Report list the real property disposal transactions conducted during the reporting period having an estimated fair market value in excess of $15,000.00, including a description of the property, the purchaser's name and the price received by the Authority. Similarly, the Real Property Acquisition Report lists the real property acquisition transactions conducted during the reporting period having an estimated fair market value in excess of $15,000.00, including a description of the property, the seller's name and the price paid by the Authority.

With respect to the Authority, during this reporting period there were no acquisitions of real property with an estimated fair market value in excess of $15,000.00 and two (2) disposals of real property with an estimated fair market value in excess of $15,000.00.

With respect to the Canal Corporation, during this reporting period there were no acquisitions of real property with an estimated fair market value in excess of $15,000.00, and two (2) disposals of real property with an estimated fair market value in excess of $15,000.00.

The Governance Committee is now requested to review and approve the Authority's 2024 Report of Acquisition and Disposal of Real Property, 2025 Real Property Disposal Guidelines, 2025 Real Property Acquisition Guidelines, 2024 Annual Report of the Disposal of Real Property and 2024 Annual Report of the Acquisition of Real Property.

The Governance Committee is also requested to review and recommend for approval the Canal Corporation's 2024 Report of Acquisition and Disposal of Real Property, 2025 Canal Real Property Disposal Guidelines, 2025 Canal Real Property Acquisition Guidelines, 2024 Annual Report of the Disposal of Canal Real Property and 2024 Annual Report of the Acquisition of Canal Real Property.

The Guidelines and 2024 Annual Reports, if approved by the Authority's Board of Trustees and Canal Corporation's Board of Directors, will be posted on the respective Authority and Canal Corporation internet websites on or before the 31st day of March. The Real Property Disposal Guidelines, the Real Property Acquisition Guidelines and the corresponding 2024 Annual Reports, as reviewed and approved by the Trustees and the Board of Directors, will be filed with the State Comptroller, the Director of the Budget, the Commissioner of General Services, the State Legislature, and the Authorities Budget Office.

FISCAL INFORMATION

There will be no financial impact on the Authority.

RECOMMENDATION

The Assistant General Counsel – Real Estate, requests that the Governance Committee recommend that the Trustees and Board of Directors approve the Authority's 2025 Real Property Disposal Guidelines, 2025 Real Property Acquisition Guidelines, 2024 Annual Report of the Disposal of Real Property in excess of $15,000, 2024 Annual Report of the Acquisition of Real Property in excess of $15,000 and 2024 Report of Acquisition and Disposal of Real Property as set forth in the attached Exhibits.

The Assistant General Counsel – Real Estate, further requests that the Governance Committee recommend that the Trustees and Board of Directors approve the Canal Corporation's 2025 Canal Real Property Disposal Guidelines, 2025 Canal Real Property Acquisition Guidelines, 2024 Annual Report of the Disposal of Canal Real Property in excess of $15,000, 2024 Annual Report of the Acquisition of Canal Real Property in excess of $15,000 and 2024 Report of Acquisition and Disposal of Real Property as set forth in the attached Exhibits.

For the reasons stated, I recommend the approval of the above-requested action by adoption of the resolution below.

Justin E. Driscoll
President and Chief Executive Officer

R E S O L U T I O N

RESOLVED, That the Governance Committee recommends approval of the Authority's 2025 Real Property Disposal Guidelines, 2025 Real Property Acquisition Guidelines, 2024 Annual Report of the Disposal of Real Property in excess of $15,000, 2024 Annual Report of the Acquisition of Real Property in excess of $15,000 and 2024 Report of Acquisition and Disposal of Real Property to the Trustees and Board of Directors as required by Section C.5 of the Governance Committee Charter; and be it further

RESOLVED, that the Governance Committee recommends approval of the Canal Corporation's 2025 Canal Real Property Disposal Guidelines, 2025 Canal Real Property Acquisition Guidelines, 2024 Annual Report of the Disposal of Canal Real Property in excess of $15,000, 2024 Annual Report of the Acquisition of Canal Real Property in excess of $15,000 and 2024 Report of Acquisition and Disposal of Real Property to the Trustees and Board of Directors as required by Section C.5 of the Governance Committee Charter; and be it further

RESOLVED, That the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

ACQUISITION AND DISPOSAL OF REAL PROPERTY
January 1 – December 31, 2024

Section 2896 of the Public Authorities Law (PAL) requires a report setting out all real property transactions of the Authority over a given reporting period. Such report shall consist of a list and full description of all real property disposed of during such period. The report shall contain the price received by the Authority and the name of the purchaser. There is no monetary threshold, so all disposals regardless of value need to be reported. In addition, acquisitions and leasing transactions are also included in this report. All acquisitions and dispositions reported herein were approved by the Authority's Trustees and/or are consistent with current Trustee-approved Expenditure Authorization Procedures. The reporting period is January 1 – December 31, 2024.

I. ACQUISITIONS

1.) Acquisitions by Deed or Easement:

Hemlock Acres, LLC – On February 28, 2024, the Authority acquired a 0.01-acre permanent transmission easement in the Village of Canton, County of St. Lawrence from Hemlock Acres, LLC. Consideration was $1.00. This easement is intended to assist in the relocation of the MA-1 and MA-2 transmission lines in support of the Smart Path Project. The transaction was approved by Project Management on February 27, 2024. The Grant of Easement was recorded on March 8, 2024 as Instrument # R-2024-2369.

Arconic Massena, LLC – During this reporting period, Real Estate completed the acquisition of three permanent transmission easements encompassing approximately 4.904 acres located in the Town of Massena, County of St. Lawrence from Arconic Massena, LLC. These easements will assist in the relocation of transmissions lines that will feed into the new Haverstock substation in support of the Smart Path Connect Project. There was no consideration for these acquisitions. The transactions were approved by Project Management on June 13, 2023, and were acquired in two deeds recorded on June 24, 2024 as Instrument Numbers R-2024-6551 and R-2024-6552.

Smart Path (MA Rebuild) Segment 2 Access Road Easements – During this reporting period, at the request of Project Management, Real Estate performed as-built surveys of the following access road easements that were previously acquired in support of the Smart Path Project:

Access Rd. Easements in Support of Smart Path (MA Rebuild)					
Tax Parcel No.	**Current Owner Name**	**Acreage**	**Recording No.**	**Signed Date**	**Town**
SEGMENT 2					
188.002-1-16.1	Arnold J. Chapin & Theresa L. Hoover	0.24 Acres	R-2024-7863	6/25/24	Edwards

188.002-1-16.1	Arnold J. Chapin & Theresa L. Hoover	0.45 Acres	R-2024-7861	6/25/24	Edwards
188.002-1-20.11	Arnold J. Chapin & Theresa L. Hoover	0.27 Acres	R-2024-7864	6/25/24	Edwards
176.001-1-7	Barbara Newcombe	1.31 Acres	R-2024-5646	5/21/24	Edwards
189.001-1-32	Bonnie Chapin	0.35 Acres	R-2024-6550	6/5/24	Edwards
188.002-1-16.1	Arnold J. Chapin & Theresa L. Hoover	0.30 Acres	R-2024-7862	6/25/24	Edwards
102.003-2-10.112	George S. Corbine & Theresa Corbine	0.41 Acres	R-2024-5654	5/8/24	Canton
102.003-2-10.112	George S. Corbine & Theresa Corbine	0.41 Acres	R-2024-5653	5/8/24	Canton
132.003-2-16	Frank W. Brown	1.44 Acres	R-2024-5644	5/15/24	Russell
175.004-1-34	Glenn J. Bullock & Harold J. Bullock	2.21 Acres	R-2024-5648	5/14/24	Edwards
175.004-1-34	Glenn J. Bullock & Harold J. Bullock	0.17 Acres	R-2024-5649	5/14/24	Edwards
117.003-2-10.1	Helen Elaine Baker	0.42 Acres	R-2024-5645	5/15/24	Canton
176.003-1-17	James L. Whitton Jr.	0.72 Acres	R-2024-6549	5/30/24	Edwards
74.002-1-27.12	L.T. Smith & Sons, LLC	0.13 Acres	R-2024-5651	5/13/24	Canton
74.002-1-47.1	L.T. Smith & Sons, LLC	0.30 Acres	R-2024-5650	5/13/24	Canton
74.002-1-12.112	Ronald A. Pike, et al	1.28 Acres	R-2024-5652	5/9/24	Canton
102.001-1-28	David J. Ragan & Marcia A. Thompson-Amyot	0.37 Acres	R-2024-5655	5/7/24	Canton
117.003-2-11.11	Robert J. White Jr.	1.69 Acres	R-2024-5647	5/22/24	Canton

2.) Danger Tree Permits:

During this reporting period, the Authority acquired 112 danger tree permits. These rights allow the Authority to eliminate dangerous vegetation, which is critical to the safe operation of the New York State transmission grid. The transmission facilities covered by these danger tree permits include the Niagara-Adirondack, Fitz-Edic, Moses-Willis, and Gilboa-New Scotland.

II. DISPOSITIONS

1.) Dispositions by Deed or Easement:

Cordova Family – On May 21, 2024, the Authority executed a corrective grant of easement to the Cordova family covering lands in the Town of Gilboa, County of Schoharie. This deed corrected a mapping discrepancy to reflect the true location of a 0.39-acre access easement that was originally conveyed to the previous landowner Bertha Sehn de Revuelta in a deed recorded on January 25, 1975. The corrective grant of easement was recorded on May 29, 2024 in Liber 1212 of Deeds at Page 265. There was no consideration for this transaction.

Rebecca L. Casselman – On May 22, 2024, the Authority conveyed 0.11 acres of surplus land (Map No. 1179C, Parcel No. 8528) in the Town of Louisville, County of St. Lawrence to Rebecca L. Casselman. The consideration was $1,650, which was the appraised value. The deed was recorded on June 24, 2024 as Instrument # R-2024-6553.

Ryan & Elizabeth McKnight – On September 30, 2024, the Authority conveyed 0.15 acres of surplus land (Map No. 1167C, Parcel No. 8187) in the Town of Waddington, County of St. Lawrence to Ryan & Elizabeth McKnight. The consideration was $2,550, which was the appraised value. The deed was recorded on December 4, 2024 as Instrument # R-2024-13712.

The Casselman and McKnight conveyances were pursuant to the 2003 St. Lawrence/FDR Power Project Settlement Agreement, whereby approximately 1,340 acres were removed from the Project boundary and 599 of those acres were intended to be conveyed to either adjoining landowners or to the affected municipality, if interested. For these conveyed parcels, the Authority retained flowage and access easements to provide necessary rights to traverse conveyed lands for Project-related purposes.

Niagara Mohawk Power Corporation – On July 16, 2024, the Authority conveyed two permanent transmission easements adjacent to the new Adirondack substation site in the Town of Croghan, County of Lewis to Niagara Mohawk Power Corporation. The easements totaled 2.563 acres. There was no consideration for these transactions as they were executed pursuant to the terms of that Purchase and Sale Agreement entered into by the parties on April 20, 2022. These transactions were approved by the President and Chief Executive Officer on April 18, 2022. The easements were recorded as Instrument #'s 2024-5987 and 2024-5988, respectively.

Niagara Mohawk Power Corporation – On July 16, 2024, the Authority conveyed a 2.234-acre permanent transmission easement adjacent to the Clark Energy Center in the Town of Marcy, County of Oneida to Niagara Mohawk Power Corporation. The easement was conveyed pursuant to a 1977 agreement between the parties whereby the Authority agreed to grant an easement to Niagara Mohawk for the relocation of its Adirondack-Porter transmission line abutting Marcy substation. The easement was recorded as

Instrument # R2024-001024. Consideration for this transaction was $18,304, which was the appraised value.

Niagara Mohawk Power Corporation – On July 16, 2024, the Authority conveyed a 2.04-acre permanent transmission easement adjacent to Glass Factory Road in the Town of Marcy, County of Oneida to Niagara Mohawk Power Corporation. The easement was recorded as Instrument # R2024-001010. Consideration for this transaction was $22,400, which was the appraised value.

III. MISCELLANEOUS TRANSACTIONS

Orleans/Niagara BOCES – During this reporting period, at the request of Operations & Maintenance Training, Real Estate entered into a lease agreement with Orleans/Niagara BOCES for the use of a machining lab and classroom space for the purpose of conducting Authority's CNC Machining training. The term was for sixteen (16) days, commencing on July 22, 2024. Rent for the term was $6,400. This transaction was approved by Clark Energy Center's Purchasing and Warehouse department.

Niagara Mohawk Power Corporation – On July 16, 2024, Niagara Mohawk released that permanent transmission easement it acquired on August 28, 1957 on Authority lands encompassing what is now Marcy substation. The release was executed pursuant to that 1977 agreement between the parties whereby Niagara Mohawk agreed to release its easement rights on said land to allow the Authority to construct its 765kV substation. The release was recorded as Instrument # R2024-001000. There was no consideration for this transaction.

Niagara Mohawk Power Corporation and Verizon New York, Inc. – On August 13, 2024, the Authority granted a 20-foot-wide distribution service easement over Authority lands in the Town of Waddington, County of St. Lawrence to Niagara Mohawk Power Corporation and Verizon New York, Inc. This easement was requested on behalf of the adjoining landowner to deliver electricity and internet service to the parcel. On June 20, 2024, Authority's GM Superintendent & Licensing Manager advised that the requested easement would not cause any operational issues. The easement was recorded as Instrument # R-2024-9826. There was no consideration for this transaction.

Centra, Inc. – On October 9, 2024, at the request of Project Management, the Authority acquired a 0.57-acre temporary access easement on property owned by Centra, Inc. in the Town of Massena, County of St. Lawrence. This temporary easement will provide the Authority with vehicle access to the Massena Power Canal in furtherance of its restoration work. The initial term is for four (4) years, commencing on November 1, 2024, with a monthly rent of $3,000 per month. The easement includes an option to extend the term for two successive one-year periods. This transaction was approved and executed by the President and Chief Executive Officer on September 9, 2024.

The Great Lakes Towing Company – During this reporting period, the Authority entered into a six-year license agreement granting The Great Lakes Towing Company the right to

utilize dock space on Authority property in the City of Buffalo for mooring two tugboats. On September 12, 2024, Authority's General Maintenance Supervisor in Niagara advised the license would not cause any operational issues. The license commenced on November 1, 2024 and expires on October 31, 2030. The license includes an additional three-year renewal option. The monthly payment is $1,000 for the first three years and $1,200 for the final three years.

1) OPTION AGREEMENTS FOR NYPA RENEWABLES PROJECTS:

Empire State Development – At the request of Project Development, on October 1, 2024, Real Estate executed a two-year option agreement for $1.00 with Empire State Development to acquire a license to construct solar energy infrastructure on approximately 161 acres of property in the Hamlet of Pine City, in the Town of Southport, County of Chemung. This license is in support of the State's goal of reaching 100% zero-carbon electricity by 2040 as per the Climate Leadership and Community Protections Act ("CLCPA"). If the Authority elects to exercise its option, it shall pay the appraised fair market value for the site as of the date Authority exercises its option.

State of New York – At the request of Project Development, on September 23, 2024, Real Estate executed a two-year option agreement for $1.00 with The People of the State of New York, acting by and through the Commissioner of General Services, to acquire a license to construct solar energy infrastructure on approximately 212 acres of property under the jurisdiction of the New York State Department of Corrections and Community Supervision in the Hamlet of Napanoch, in the Town of Wawarsing, County of Ulster. This license is in support of the State's goal of reaching 100% zero-carbon electricity by 2040 as per the Climate Leadership and Community Protections Act ("CLCPA"). If the Authority elects to exercise its option, it shall pay the appraised fair market value for the site as of the date Authority exercises its option.

State of New York – At the request of Project Development, on September 23, 2024, Real Estate executed a two-year option agreement for $1.00 with The People of the State of New York, acting by and through the Commissioner of General Services, to acquire a license to construct solar energy infrastructure on approximately 395 acres of property under the jurisdiction of the New York State Department of Corrections and Community Supervision in the Town of Fallsburg, County of Sullivan. This license is in support of the State's goal of reaching 100% zero-carbon electricity by 2040 as per the Climate Leadership and Community Protections Act ("CLCPA"). If the Authority elects to exercise its option, it shall pay the appraised fair market value for the site as of the date Authority exercises its option.

City of Utica – At the request of Project Development, on September 20, 2024, Real Estate executed a two-year option agreement for $30,000 with the City of Utica to acquire a 20-year easement to construct solar energy infrastructure on approximately 120 acres of property in the City of Utica, County of Oneida. This easement is in support of the State's goal of reaching 100% zero-carbon electricity by 2040 as per

the Climate Leadership and Community Protections Act ("CLCPA"). If the Authority elects to exercise its option, it shall pay the appraised fair market value for the site as of the date Authority exercises its option.

2) OPTION AGREEMENTS FOR CLEAN PATH NY PROJECT:

During this reporting period, at the request of Project Development, Real Estate executed the following one-year option agreements for permanent and temporary easement rights in support of the Clean Path NY Project:

Owner Name	Acreage	Execution Date	Option Fee	Purchase Price	Town	County
Brenda Amato	1.5 Acres[1]	2/6/2024	$500	$5,550 Min.[5]	Colchester	Delaware
John Appley	0.11 Acres[2] & 1.74 Acres[3]	2/5/2024	$2,000	$22,000	Colchester & Hancock	Delaware
Michael J. Murray	0.03 Acres[1]	2/6/2024	$200	$1,000 Min.[5]	Fremont	Sullivan
Frank J. Eppich, et al	0.2 Acres[1]	2/6/2024	$250	$1,000 Min.[5]	Hamden	Delaware
Diane L. Edwards	1.62 Acres[1]	2/9/2024	$600	$6,000 Min.[5]	Colchester	Delaware
Kim Paterson, et al	0.98 Acres[1]	2/22/2024	$400	$3,700 Min.[5]	Delhi	Delaware
Thomas E. Poetsch	2.31 Acres[1]	2/22/2024	$500	$8,550 Min.[5]	Hamden	Delaware
Gerald & Debra Merrill	0.06 Acres[1]	2/26/2024	$200	$1,000 Min.[5]	Colchester	Delaware
Steven C. Navratil	0.74 Acres[1]	3/5/2024	$300	$2,800 Min.[5]	Colchester	Delaware
Lawrence E. Kirby	0.14 Acres[1]	3/5/2024	$200	$1,200 Min.[5]	Wawayanda	Orange
Callanan Industries, Inc.	3.11 Acres[2] & 0.24 Acres[4] & 4.42 Acres[1]	3/6/2024	$4,000	$45,500	Thompson	Sullivan
Marlene R. Baldauf	1.74 Acres[1]	3/13/2024	$650	$6,438 Min.[5]	Hamden	Delaware
Raymond & Carol Ann Svec	0.41 Acres[1]	3/13/2024	$370	$3,700	Hamden	Delaware

Owner Name	Acreage	Execution Date	Option Fee	Purchase Price	Town	County
Massimiliano & AnnaLisa Viale	0.05 Acres[2] & 0.48 Acres[1]	3/13/2024	$300	$2,900 Min.[5]	Liberty & Rockland	Sullivan
Robert & Diane Pauro	2.08 Acres[1]	3/24/2024	$770	$7,700 Min.[5]	Hamden	Delaware
Elsie Wright	0.24 Acres[1]	3/26/2024	$200	$1,000 Min.[5]	Hamden	Delaware
Jeremiah J. Appley	0.11 Acres[1]	3/26/2024	$300	$3,000	Hancock & Colchester	Delaware
Arthur Edel	0.23 Acres[2]	4/10/2024	$250	$1,725 Min.	Colchester	Delaware
Jonathon Worrell Family Trust	1.38 Acres[1]	4/10/2024	$500	$5,200 Min.[5]	Colchester	Delaware
Ann Irrera, et al	0.25 Acres[2] & 1.18 Acres[1]	5/9/2024	$2,000	$22,000	Rockland	Sullivan
Kathryn Musilek, et al	0.12 Acres[1]	5/9/2024	$200	$1,000 Min.[5]	Delhi	Delaware
Smith Family Irrevocable Trust	0.34 Acres[1]	5/9/2024	$500	$5,000	Deerpark	Orange
Clark Family Real Estate, LP	0.23 Acres[1]	5/9/2024	$200	$1,000	Delhi	Delaware
Donna Triebe	0.11 Acres[4]	5/15/2024	$200	$2,000	Colchester	Delaware
Henry & Priscilla Stellato	0.06 Acres[1]	5/21/2024	$200	$1,200	Hamden	Delaware
Michael Reineke	0.15 Acres[1]	5/21/2024	$200	$1,300 Min.[5]	Wawayanda	Orange
George F. Shave III, et al	0.08 Acres[3]	5/21/2024	$300	$3,000	Colchester	Delaware
Relax Rod & Rifle Club, Inc.	1.76 Acres[1]	6/21/2024	$550	$6,550 Min.[5]	Delhi	Delaware
King North, LLC	1.12 Acres[2]	6/25/2024	$1,000	$12,000 Min.[5]	Wallkill	Orange
Joseph DePascale	0.4 Acres[4]	6/25/2024	$300	$3,000	Hancock	Delaware
David O'Dell, et al	0.35 Acres[4]	7/1/2024	$500	$5,000	Colchester	Delaware
John W. Bogart	0.3 Acres[4]	7/15/2024	$570	$5,700	Colchester	Delaware
Maria Rydzewska	0.37 Acres[4]	8/14/2024	$280	$2,775	Hancock	Delaware
Joseph DiGiovanna	0.12 Acres[4]	8/14/2024	$200	$2,000	Hancock	Delaware

Owner Name	Acreage	Execution Date	Option Fee	Purchase Price	Town	County
Warren H. Addington-May Revocable Trust	1.36 Acres[1]	8/16/2024	$500	$5,032 Min.[5]	Delhi	Delaware
Pawel Praszek	0.14 Acres[4]	8/28/2024	$200	$2,000	Hancock	Delaware
Michael Hoff	0.59 Acres[4]	9/30/2024	$500	$7,500	Hancock	Delaware
Peckham Tetz, LLC	0.17 Acres[2]	10/16/2024	$200	$1,700 Min.[5]	Thompson	Sullivan
Raymond Cohen	0.6 Acres[4]	11/26/2024	$360	$5,000 Min.[5]	Hancock	Delaware

[1] Five-Year Temporary Workspace Easement.
[2] Permanent Transmission Easement.
[3] Five-Year Temporary Access Road Easement.
[4] Permanent Access Road Easement.
[5] Purchase Price Minimum. Final consideration subject to survey to determine acreage.

IV. LEASING

1) Landlord Leases:

East River ESS, LLC – On July 2, 2024, the Authority entered into a Fourth Amendment of Lease with East River ESS, LLC regarding the use of a 4.4-acre portion of land located in Astoria, Queens for the purpose of a battery storage site. The Fourth Amendment clarified certain provisions of the original Lease Agreement, including: the lease commencement date; the lengths of the initial term and extension periods; the dates of rent increases and specified a particular event in which the lessee is not obligated to pay rent.

2) Tenant Leases:

PS Associates L.P. – During this reporting period, the Authority entered into an Eighth Amendment of Lease and a First Amendment to Storage Space License for the premises located on the 6th and 10th floors of the Albany Office at 30 South Pearl Street. The Eighth Amendment, executed on March 14, 2024, extended the existing lease, which was on a month-to-month basis, by an additional ten years, beginning on the substantial completion date of Authority's buildout. The First Amendment to Storage Space License granted the Authority the right use certain storage space for the duration of the term of the Eighth Amendment of Lease. This transaction was approved by the Authority's Board of Trustees at their February 6, 2024 meeting.

D&S Capital Real Estate III LLC – Real Estate, at the request of Facility Management, entered into a lease for approximately 8,582 square feet of office space in Buffalo, New

York. This site will serve as the new office location for Authority's Buffalo-based staff. This space was acquired to reflect changes in the Authority's operational and staffing needs. The initial term is for five years, commencing on April 1, 2024, with a monthly rent of $13,588 and a standard annual escalation clause of 3%. The lease includes an option for one additional 5-year extension term. This lease was approved by the Authority's Board of Trustees at their February 6, 2024 meeting.

LDR Enterprises, LLC – Real Estate, at the request of Project Management, entered into a lease agreement with LDR Enterprises, LLC for laydown and storage space in the Town of West Winfield, County of Herkimer in support of the Authority's OPGW Project. The initial term is for three years, commencing on August 1, 2024, for a total three-year rent of $95,400. The lease includes an additional one-year renewal option at an annual rental rate of $33,000. This transaction was approved by the President and Chief Executive Officer on June 21, 2024.

Bancker Construction Corp. – At the request of SENY Transmission, Real Estate entered into a lease agreement with Bancker Construction Corp. for 1,250 square feet of warehouse storage space in the Hamlet of Bay Shore, Town of Islip, County of Suffolk in support of the Authority's Y-49 Upgrade Project. The space will serve as a storage site for pieces of the Y-49 cable and replacement parts. The lease term is thirty-two (32) months, commencing on May 1, 2024, with a monthly rent of $1,250 for the first year and $1,300 per month for the remainder of the term. In addition, a one-time payment of $41,250 was made to account for the prior use of the warehouse storage space from August 1, 2021 to April 30, 2024. This lease was approved by the Assistant General Counsel – Real Estate on May 28, 2024.

Curran Logging, Inc. – Effective December 1, 2024, at the request of Project Management, Real Estate gave notice it was terminating the lease of approximately 25 acres of land in the Town of Malone, County of Franklin that was intended to be utilized for project laydown, vehicle and material storage for the Smart Path Connect Project.

4950 Genesee Street, LLC- During this reporting period, on July 8, 2024, Authority executed a Second Amendment to Lease Agreement with 4950 Genesee Street, LLC for an additional 1,620 square feet of office space for Canal Corporation's Buffalo Office personnel. The original rental rate of $15.75 per square foot and current lease term remain in effect. This lease was approved by the Authority's Board of Trustees and Canal Corporation Board of Directors at their May 21, 2024 meeting.

Exhibit B-1
March 18, 2025

GUIDELINES

AND

PROCEDURES

FOR THE

DISPOSAL OF NEW YORK POWER AUTHORITY

REAL PROPERTY

INDEX

Article	Description	Page
I.	PURPOSE…….....……...1	
II.	DEFINITIONS…….....1	
III.	COMPLIANCE OVERVIEW…….……2	
IV.	DUTIES OF THE DIRECTOR CORPORATE REAL ESTATE……3	
V.	PROCEDURES FOR THE DISPOSITION OF AUTHORITY REAL PROPERTY……..4	
VI.	AUTHORITY REAL PROPERTY REPORTS…….....8	
VII.	APPROVAL OF GUIDELINES BY THE AUTHORITY'S BOARD…….....9	

GUIDELINES AND PROCEDURES FOR THE DISPOSAL OF NEW YORK POWER AUTHORITY REAL PROPERTY

I. PURPOSE

The purpose of these Guidelines and Procedures for the Disposal of Real Property ("Guidelines"), which comply with Title 5-A, Article 9 of the Public Authorities Law, is to establish the procedures that detail the Authority's policy and instructions regarding the disposal of real property. In addition, the Guidelines designate a Contracting Officer who is responsible for the Authority's compliance with, and enforcement of, the Guidelines.

II. DEFINITIONS

2.1 "Contracting Officer" shall mean the officer or employee of the Authority who shall be appointed by resolution of the Authority's Trustees to be responsible for enforcement of the Guidelines for the Disposal of Real Property. The "Contracting Officer" is hereby designated to be the Assistant General Counsel - Real Estate, or equivalent(s) or designee.

2.2 "Dispose" or "Disposal" shall mean transfer of title or any other beneficial interest in real property in accordance with these Guidelines. Disposal does not include a release of an easement, Permit (defined hereinafter) or Transfer of Jurisdiction (defined hereinafter).

2.3 "Fair Market Value" shall mean the estimated dollar amount that a willing buyer would pay to a willing seller for the Real Property in an arms-length transaction in the appropriate marketplace and under similar circumstances.

2.4 "Permits" shall mean permits issued by the Authority that grant revocable privileges to use or access real property under the jurisdiction of the Authority. Permits may be issued where the real property is not presently required for Authority purposes but held for future use in carrying out its corporate purposes. Permits do not transfer a beneficial interest in real property. Permits are revocable, in part to assure availability upon demand of the real property for Authority purposes.

2.5 "Real Property" shall mean real property, including land, tenements and hereditaments owned by the Authority, and any other interest in such real property, to the extent that such interest may be conveyed to another person or entity for any purpose, excluding an interest securing a loan or other financial obligation of another party.

2.6 "Relative" shall mean any person living in the same household as the Authority employee or any person who is a direct descendant of the Authority employee's grandparents or the spouse of such descendant.

2.7 "Transfers of Jurisdiction" shall mean transactions pursuant to Public Lands Law §3(4) and which are between the Authority and other State governmental entities where jurisdiction over Real Property is transferred and reassigned on such terms and conditions as the Authority and the New York State Office of General Services deem proper, but the title to the Real Property remains in the name of the People of the State of New York.

III. COMPLIANCE OVERVIEW

The Public Authorities Law ("PAL") requires the Authority to establish policy guidelines to accomplish the following:

3.1 Maintain inventory controls and accountability systems for all Real Property under the Authority's control.

3.2 Periodically inventory Authority Real Property to determine which Real Property shall be disposed of.

3.3 Dispose of Authority Real Property interests in accordance with the PAL.

3.4 Prepare annual reports of Real Property Disposal transactions.

IV. DUTIES OF THE DIRECTOR CORPORATE REAL ESTATE

4.1 The Director Corporate Real Estate or equivalent(s) or designee shall maintain adequate inventory controls and accountability systems for all Real Property under the Authority's control.

4.2 The Director Corporate Real Estate or equivalent(s) or designee shall periodically inventory Authority Real Property to determine which Authority Real Property shall be Disposed of and shall prepare a report identifying such Real Property for Disposal.

4.3 The Director Corporate Real Estate or equivalent(s) or designee shall produce for publishing written reports of such Real Property as set forth in Article VI of these Guidelines.

4.4 The Director Corporate Real Estate or equivalent(s) or designee shall arrange for the Disposal of any Real Property identified for Disposal by the Authority in accordance with these Guidelines and the Authority's Expenditure Authorization Procedures and as soon as reasonably practical under the circumstances.

V. PROCEDURES FOR THE DISPOSITION OF AUTHORITY REAL PROPERTY

5.1 The Authority may Dispose of Real Property for not less than the Fair Market Value of such Real Property by sale, exchange, or transfer, for cash, credit or other property, without warranty, and upon such other terms and conditions as the Contracting Officer deems proper under the provisions of the PAL and as implemented by these Guidelines. Fair Market Value of the Authority Real Property subject to Disposal shall be established by independent appraisal as appropriate and consistent with the intent of the PAL. Such appraisal documents shall be included in the record of the Real Property Disposal transaction.

5.2 Except as set forth in Section 5.3 of the Guidelines, any Disposal of Real Property shall only be made after publicly advertising for bids in accordance with the following:

5.2.1 the advertisement for bids shall be made at such time prior to the Disposal or contract, through such methods, and on such terms and conditions as shall permit full and free competition consistent with the value and nature of the Real Property;

5.2.2 all bids shall be publicly disclosed at the time and place stated in the advertisement; and

5.2.3 the award shall be made with reasonable promptness by notice to the responsible bidder whose bid, conforming to the invitation for bids, will be most advantageous to the Authority, price and other factors considered; provided, that all bids may be rejected when it is in the public interest to do so.

5.3.a The Disposal of Authority Real Property may be negotiated or made by public auction without regard to Section 5.2 but subject to obtaining such competition as is feasible under the circumstances, if:

1. the Fair Market Value of the Real Property does not exceed fifteen thousand dollars ($15,000.00); or

2. bid prices after advertising therefore are not reasonable, either as to all or some part of the Real Property, or have not been independently arrived at in open competition; or

3. the Disposal will be to the state or any political subdivision, and the estimated Fair Market Value of the Real Property and other satisfactory terms of Disposal are obtained by negotiation; or

4. under those circumstances permitted by Section 5.3; or

5. such action is otherwise authorized by law.

5.3.b.1 No Real Property owned, leased or otherwise in the control of the Authority may be sold, leased, or otherwise alienated for less than its Fair Market Value except if:

a. the transferee is a government or other public entity, and the terms and conditions of the transfer require that the ownership and use of the Real Property will remain with the government or any other public entity;

b. the purpose of the transfer is within the purpose, mission or governing statute of the Authority; or

c. in the event the Authority seeks to transfer Real Property for less than its Fair Market Value to other than a governmental entity, which Disposal would not be consistent with the Authority's mission, purpose or governing statutes, the Authority shall provide written notification thereof to the Governor, the Speaker of the Assembly, and the Temporary President of the Senate, and such proposed transfer shall be subject to denial by the Governor, the Senate, or the Assembly. Denial by the Governor shall take the form of a signed certification by the Governor. Denial by either House of the Legislature shall take the form of a resolution by such House. The Governor and each House of the Legislature shall take any such action within sixty days of receiving notification of such proposed transfer during the months of January through June, provided that if the Legislature receives notification of a proposed transfer during the months of July through December, the Legislature may take any such action within sixty days of January first of the following year. If no such resolution or certification is performed within sixty days of such notification of the proposed transfer to the Governor, Senate, and Assembly, the Authority may effectuate such transfer.

5.3.b.2. In the event a below Fair Market Value Real Property transfer is proposed, the following information must be provided to the Authority’s Board of Trustees and the public:

a. a full description of the Real Property;

b. an appraisal of the Fair Market Value of the Real Property and any other information establishing the Fair Market Value sought by the Authority's Board of Trustees;

c. a description of the purpose of the transfer, and a reasonable statement of the kind and amount of the benefit to the public resulting from the transfer, including but not limited to the kind, number, location, wages or salaries of jobs created or preserved as required by the transfer, the benefits, if any, to the communities in which the Real Property is situated as are required by the transfer;

d. a statement of the value to be received compared to the Fair Market Value;

e. the names of any private parties participating in the transfer, and if different than the statement required by subparagraph (iv) of this paragraph, a statement of the value to the private party; and

f. the names of other private parties who have made an offer for such Real Property, the value offered, and the purpose for which the Real Property was sought to be used.

5.3.b.3. Before approving the Disposal of any Real Property for less than Fair Market Value, the Authority's Board of Trustees shall consider the information described in Paragraph 5.3.b.2 and make a written determination that there is no reasonable alternative to the proposed below-market transfer that would achieve the same purpose of such transfer.

5.4 An explanatory statement detailing the Disposal by negotiation of Authority Real Property subject to the PAL as set forth in Section 5.3 shall be made for any Disposal of:

5.4.1 Real Property with a Fair Market Value in excess of one hundred thousand dollars ($100,000.00) except that Real Property Disposed of by lease or exchange shall only be subject to 5.4.2 of this Section 5.4;

5.4.2 Real Property Disposed of by lease if the fair annual rent over the term of the lease is in excess of fifteen thousand dollars ($15,000.00); and

5.4.3 Any Real Property or real and related personal property Disposed of by exchange, regardless of value, or any property any part of the consideration is for Real Property:

5.5 Each explanatory statement prepared in accordance with Section 5.4 above shall be transmitted to the State Comptroller, the Director of the Division of the Budget, the Commissioner of General Services, the State Legislature and the State Authorities Budget Office not less than 90 days in advance of such Disposal, and a copy shall be kept by the Authority.

5.6 Each explanatory statement prepared in accordance with Section 5.4 must include the following:

5.6.1 Description of the parties involved in the property transaction;
5.6.2 Justification for disposing of property by negotiation;
5.6.3 Identification of property, including its location;
5.6.4 Estimated fair market value of the property;
5.6.5 Proposed sale price of the property;
5.6.6 Size of the property; and
5.6.7 Expected date of sale of property.

5.7 In the Authority's discretion, when it shall be deemed advantageous to the Authority and the State, the Authority may enter into an agreement with the Office of the Commissioner of General Services ("OGS") under which OGS may Dispose of the Authority's Real Property under terms and conditions agreed to by the Authority and the OGS. In Disposing of any such Real Property of the Authority, the OGS shall be bound by the relevant provisions of the PAL.

5.8 The Director Corporate Real Estate or equivalent(s) or designee shall provide all relevant documentation to the Environmental Division for the purposes of determining, if applicable, whether the Disposal of Real Property is in compliance with the State Environmental Quality Review Act, and for whether it adheres to the American Society of Testing and Material's guidelines for Environmental Site Assessments, if applicable.

5.9 No Authority employee who is involved in the award of Authority grants or contracts, may ask any purchaser(s), grantor(s), lessor(s) or officer(s), director(s) or employee(s) of such current or prospective purchaser(s), contractor(s) or grantee(s) to reveal: (a) the political party affiliation of the individual; (b) whether the individual or entity has made campaign contributions to any political party, elected official, or candidate for elective office; or (c) whether the individual voted for or against any political party, elected official or candidate for elective office.

5.10 No Authority employee may award or decline to award any grant or contract, or recommend, promise or threaten to do so because of a current or prospective grantee's or contractor's: (a) refusal to answer any inquiry prohibited by Section 5.8 above or (b) giving or withholding or neglecting to make any contribution of money, service or any other valuable thing for any political purpose.

5.11 No Authority employee may take part in any contracting decision involving the payment of more than $1,000: (i) to a Relative; or (ii) to any entity in which a Relative owns or controls 10% or more of the stock of such entity (or 1% in the case of a corporation whose stock is regularly traded on an established securities exchange); or serves as an officer, director or partner of that entity. If such situation arises, the employee must advise his or her supervisor of the relationship, and must be recused from any and all discussions or decisions relating to the matter.

5.12 Public Authorities Law Section 2879-a establishes a framework for the Office of the State Comptroller ("OSC") to review and approve certain Public Authority contracts.

5.12.1. Any contract in excess of $1,000,000 that is to be awarded by a state authority 1) to a "single source" or "sole source", or pursuant to any other means of procurement that is not competitive, or 2) where the monies to be paid in whole or in part have been appropriated by the state to the state authority for such contractual expenditure ("Eligible Contract"), must be reported in advance of execution to the OSC. Upon execution, all such Eligible Contracts must be filed with the OSC within 60 days.

5.12.2. If the OSC has previously identified a contract or category of contract as "reviewable" ("Reviewable Contract)", such Reviewable Contract must include language stating that it is subject to OSC approval and the executed Reviewable Contract must be submitted to the OSC for review. If the OSC does not act to disapprove the Reviewable Contract within 90 days, the contract is valid.

5.12.3. Where the OSC has notified the Authority that any contract or category of contracts shall be subject to OSC approval, the Authority shall include or cause to be included in each such contract a provision informing the other party that such contract is subject to OSC approval pursuant to the OSC's authority to supervise the accounts of public corporations.

5.12.4. If the OSC has not approved or disapproved any contract subject to its approval within ninety days of submission to its office, such contract shall become valid and enforceable without such approval.

Note: The Accelerated Renewable Energy Growth and Community Benefit Act, Chapter 58 of the Laws of 2020, Part JJJ, provides limited exclusions to the applicability of Section 2897 of the Public Authorities Law for conveyances involving certain renewable energy generation and transmission projects.

Section 11 of that statute states:

Notwithstanding section 2897 of the public authorities law, the power authority of the state of New York and the New York state energy research and development authority may each negotiate and enter into agreements with other parties providing for the conveyance of interests in real property provided that in the case of any such conveyance such entity determines that the conveyance will further the purposes of this act or provide other benefits to the entity or the state.

VI. AUTHORITY REAL PROPERTY REPORTS

6.1 The Director Corporate Real Estate or equivalent(s) or designee shall publish the following reports in accordance with these Guidelines:

6.1.1 Pursuant to Section 2800 of the Public Authorities Law, the Director Corporate Real Estate shall furnish a report for incorporation in the Authority's annual report which is distributed to the Governor, the Chairman and Ranking Minority Member of the Senate Finance Committee, the Chairman and Ranking Minority Member of the Assembly Ways and Means Committee, the State Comptroller and the State Authorities Budget Office. This report shall include (a) a listing of all Real Property having an estimated Fair Market Value greater than fifteen thousand dollars ($15,000.00) that the Authority Disposed of during such reporting period and the name of the purchaser of the Real Property and the price paid by the purchaser for the Real Property, and (b) a description of the total amounts of Real Property sold without competitive bidding, including (i) the nature of the Real Property, (ii) the names of the counterparties, and (iii) where the price for the Real Property sold is less than Fair Market Value, a detailed explanation of the justification for making the sale without competitive bidding, and a certification by the Authority's Chief Executive Officer and Chief Financial Officer that they have reviewed the terms of such sale and determined that it complies with applicable law.

6.1.2 Pursuant to Public Authorities Law § 2896(3)(a), the Director Corporate Real Estate or equivalent(s) or designee shall prepare for distribution to the State Comptroller, the Director of the Division of the Budget, the Commissioner of General Services, the State Legislature and the State Authorities Budget Office, an annual report listing all real property of the Authority, which report shall include a list and full description of all Real Property Disposed of during the fiscal reporting period. Regarding Disposals, this annual report shall include the price received by the Authority and the name of the purchaser of the Real Property.

6.2 The Authority may be called upon periodically to submit information regarding the Disposal of Real Property to organizations implementing the PAL or other statutes regulating the Disposal of Real Property.

6.3 The Authority's Governance Committee meets at least three times per year and staff from Legal Affairs or the equivalent(s) may prepare and present ongoing reports regarding the Disposal of Real Property.

VII. APPROVAL OF GUIDELINES BY THE AUTHORITY'S BOARD

7.1 The Guidelines shall be annually reviewed and approved by the Authority's Trustees. On or before the thirty-first day of March in each year, the Authority shall file with the State Comptroller a copy of the most recently reviewed and approved Guidelines, including the name of the Authority's designated Contracting Officer. At the time of filing such Guidelines with the State Comptroller, the Authority shall also post such Guidelines on its internet website.

Exhibit B-2
March 18, 2025

GUIDELINES

AND

PROCEDURES

FOR THE

ACQUISITION OF REAL PROPERTY

BY THE NEW YORK POWER AUTHORITY

INDEX

Article	Description	Page
I.	PURPOSE…….….....	1
II.	DEFINITIONS…….….....	1-2
III.	COMPLIANCE OVERVIEW…….….....	2
IV.	DUTIES OF THE DIRECTOR CORPORATE REAL ESTATE ….....	2-3
V.	ETHICAL CONSIDERATIONS……...…….....	3-4
VI.	ACQUISITION REPORTS BY AUTHORITY….....	4-5

GUIDELINES AND PROCEDURES FOR THE ACQUISITION OF REAL PROPERTY BY THE NEW YORK POWER AUTHORITY

I. PURPOSE

1.1 These Guidelines and Procedures for the Acquisition of Real Property ("Guidelines"), which comply with Title 2, Article 9 of the Public Authorities Law, establish the procedures that detail the Authority's policy and instructions regarding the acquisition of real property. In addition, the Guidelines designate a Contracting Officer who is responsible for the Authority's compliance with, and enforcement of, the Guidelines.

II. DEFINITIONS

2.1 "Contracting Officer" shall mean the officer or employee of the Authority who shall be responsible for enforcement of the Guidelines for the acquisition of real property. The "Contracting Officer" is hereby designated to be the Assistant General Counsel - Real Estate, or the equivalent(s), or designee.

2.2 "Acquisition" or "Acquire" shall mean to obtain title to or any other beneficial interest in real property in accordance with applicable statutes and these Guidelines.

2.3 "Fair Market Value" shall mean the estimated dollar amount that a willing buyer would pay to a willing seller for the Real Property in an arms-length transaction in the appropriate marketplace and under similar circumstances.

2.4 "Real Property" shall mean real property, including land, tenements and hereditaments owned by the Authority, and any other interest in such real property, to the extent that such interest may be conveyed to another person or entity for any purpose, excluding an interest securing a loan or other financial obligation of another party.

2.5 "Relative" is any person living in the same household as the Authority employee or any person who is a direct descendant of the Authority employee's grandparents or the spouse of such descendant, as referred to in Article 5 of these Guidelines.

III. COMPLIANCE OVERVIEW

3.1 These Guidelines are being adopted consistent with the Public Authorities Law ("PAL").

3.2. The Authority may Acquire Real Property through purchase, eminent domain, state transfers of jurisdiction, lease and by other legal means.

3.3 The Authority's New York statutory authority for land acquisition includes, without limitation, the Public Authorities Law, the Real Property Law, the Public Lands Law, the Eminent Domain Procedure Law and the Highway Law, as amended.

IV. DUTIES OF THE DIRECTOR CORPORATE REAL ESTATE

4.1 The Director Corporate Real Estate or the equivalent(s) or designee will maintain adequate inventory controls and accountability systems for all Real Property under the Authority's control.

4.2 Real Property to be Acquired by the Authority will be in support of existing operating and transmission facilities or in support of new initiatives being pursued by the Authority. The Director Corporate Real Estate or the equivalent(s) or designee will, in consultation with the other appropriate Authority staff (by oral or written communication), determine what Lands are necessary or convenient for Acquisition by the Authority.

4.3 The compensation for and the procedure for such Acquisition must be consistent with these Guidelines and the Authority's Real Estate Expenditure Authorization Procedures as amended.

4.4 The Director Corporate Real Estate or the equivalent(s) or designee will arrange for the transfer or Acquisition of any Real Property identified for Acquisition by the Authority in accordance with these Guidelines and the Authority's Real Estate Expenditure Authorization Procedures and as soon as reasonably practical under the circumstances.

4.5 The Director Corporate Real Estate or the equivalent(s) or designee will provide all

relevant documentation to the Authority's Environmental Division to determine whether the Acquisition of Real Property is in compliance with the State Environmental Quality Review Act, and whether it adheres to the American Society of Testing and Material's Guidelines for Environmental Site Assessments, if applicable.

4.6 Public Authorities Law Section 2879-a establishes a framework for the Office of the State Comptroller ("OSC") to review and approve certain Public Authority contracts.

4.6.1. Any contract in excess of $1,000,000 that is to be awarded by a state authority 1) to a "single source" or "sole source", or pursuant to any other means of procurement that is not competitive, or 2**)** where the monies to be paid in whole or in part have been appropriated by the state to the state authority for such contractual expenditure ("Eligible Contract"), must be reported in advance of execution to the OSC. Upon execution, all such Eligible Contracts must be filed with the OSC within 60 days.

4.6.2. If the OSC has previously identified a contract or category of contract as "reviewable" ("Reviewable Contract)", such Reviewable Contract must include language stating that it is subject to OSC approval and the executed Reviewable Contract submitted to the OSC for review. If the OSC does not act to disapprove the contract within 90 days, the contract is valid.

V. ETHICAL CONSIDERATIONS

5.1 No Authority employee who is involved in the Acquisition of Real Property, may ask any purchaser, grantor, lessor or officers, directors or employees of such current or prospective purchaser, grantor or lessor to reveal: (a) the political party affiliation of the individual; (b) whether the individual or entity has made campaign contributions to any political party, elected official, or candidate for elective office; or (c) whether the individual voted for or against any political party, elected official or candidate for elective office.

5.2 No Authority employee may take part in any Acquisition decision involving the payment of more than $1,000: (i) to a Relative; or (ii) to any entity in which a Relative owns or controls 10% or more of the stock of such entity (or 1% in the case of a corporation whose stock is regularly traded on an established securities exchange); or serves as an officer, director or partner of that entity. If such situation arises, the employee must advise his or her supervisor of the relationship, and must be recused from any and all discussions or decisions relating to the matter.

VI. ACQUISITION REPORTS BY THE AUTHORITY

6.1 The Director Corporate Real Estate or equivalent(s) or designee shall publish the following reports in accordance with these Guidelines:

6.1.1 Pursuant to Section 2800 of the Public Authorities Law, the Director Corporate Real Estate shall furnish a report for incorporation in the Authority's annual report which is distributed to the Governor, the Chairman and Ranking Minority Member of the Senate Finance Committee, the Chairman and Ranking Minority Member of the Assembly Ways and Means Committee, the State Comptroller and the State Authorities Budget Office. This report shall include (a) a listing of all Real Property having an estimated Fair Market Value

greater than fifteen thousand dollars ($15,000.00) that the Authority Acquired during such reporting period and the name of the seller of the Real Property and the price paid by the Authority for the Real Property, and (b) a description of the total amounts of Real Property purchased without competitive bidding, including (i) the nature of the Real Property, (ii) the names of the counterparties, and (iii) where the price for the Real Property purchased exceeds Fair Market Value, a detailed explanation of the justification for making the purchase without competitive bidding, and a certification by the Authority's Chief Executive Officer and Chief Financial Officer that they have reviewed the terms of such purchase and determined that it complies with applicable law.

6.1.2 The Authority may be called upon periodically to submit information regarding the Acquisition of Real Property to organizations implementing the PAL or other statutes regulating the Acquisition of Real Property, such as the Authority Budget Office through the Public Authorities Reporting System ("PARIS").

6.1.3 The Authority's Governance Committee meets at least three times per year and staff from Legal Affairs or the equivalent may, upon request, prepare and present ongoing reports regarding the Acquisition of Real Property.

Exhibit C-1
March 18, 2025

POWER AUTHORITY OF THE STATE OF NEW YORK
2024 ANNUAL REPORT OF DISPOSAL (CONVEYANCE) OF REAL PROPERTY OVER $15,000 IN VALUE

Purchaser's Name	**Price Realized by the Authority**	**Parcel Acres**	**Transfer Date**
Niagara Mohawk Power Corp. (Conveyance of Permanent Easement)	$18,304.00	2.234	7/16/2024
Niagara Mohawk Power Corp. (Conveyance of Permanent Easement)	$22,400.00	2.04	7/16/2024

Exhibit C-2
March 18, 2025

POWER AUTHORITY OF THE STATE OF NEW YORK
2024 ANNUAL REPORT OF ACQUISITIONS OF REAL PROPERTY OVER $15,000 IN VALUE

Seller's Name	**Price Paid by the Authority**	**Acres**	**Transfer Date**

None.

Exhibit D
March 18, 2025

ACQUISITION AND DISPOSAL OF CANAL REAL PROPERTY
January 1– December 31, 2024

Section 2896 of the Public Authorities Law (PAL) requires a report setting out all real property transactions of the Authority over a given reporting period. Such report shall consist of a list and full description of all real property disposed of during such period. The report shall contain the price received by the Authority and the name of the purchaser. There is no monetary threshold, so all disposals regardless of value need to be reported. In addition, acquisitions and leasing transactions are also included in this report. All acquisitions and dispositions reported herein were approved by the Authority's Trustees and/or are consistent with current Trustee-approved Expenditure Authorization Procedures. The reporting period is January 1 – December 31, 2024.

I. ACQUISITIONS

1.) Acquisitions by Deed or Easement:

AMM Property Group, LLC – On January 10, 2024, the Corporation acquired an easement for approximately 0.0725 acres located in the Town of Newark, Wayne County for the purpose of maintenance and operations. The easement was purchased for $3,000.

2.) Acquisitions by Transfer of Jurisdiction:

None to report.

II. DISPOSITIONS

1.) Dispositions by Deed or Easement:

Mildred Parks – On February 28, 2024, the Corporation disposed of approximately 0.421 acres of land located in the Town of German Flatts, Herkimer County for $5,000.

Scott Fluty – On April 1, 2024, the Corporation disposed of approximately 0.19 acres of land located in the Town of Forestport, Oneida County for $10,000.

Donna Smith – On April 1, 2024, the Corporation disposed of approximately 0.243 acres of land located in the Town of Perinton, Monroe County for $9,500.

Nor-Ton Red Jacket Club – On September 16, 2024, the Corporation disposed of approximately 25.43 acres of land in the City of North Tonawanda for $72,800.

Domino Confido, LLC. – On September 16, 2024, the Corporation disposed of approximately 2.138 acres of land in the Town of Clay, Onondaga County for $13,500.

Montour Falls – On October 2, 2024, the Corporation disposed of approximately 35.586 acres of land in the Village of Montour Falls, County of Schuyler for $810,000.

2.) Dispositions by Transfer of Jurisdiction:

New York State Department of Transportation (NYSDOT) – On January 17, 2024, the Corporation disposed of approximately 0.272 acres of land, by transfer of jurisdiction to NYSDOT, in the Towns of Cicero and Hastings, Oswego County. The parcel was disposed of for no consideration.

NYSDOT – On June 6, 2024, the Corporation disposed of approximately 0.018 acres of land, by transfer of jurisdiction to NYSDOT, in the City of Syracuse, Onondaga County. The parcel was disposed of for no consideration.

III. LEASES

1.) Dispositions by Lease where the Corporation is lessor:

None to report.

2.) Dispositions by Lease where the Corporation is Lessee

None to Report.

Guidelines for the Disposal of Canal Corporation Real Property

Note: Revision # should be listed in descending order starting with most recent version at the top

Revision Date(For BCG Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
[Revision Date]	1	Conversion to new Canal document template	All	Allison Renstrom Shea Assistant General Counsel

Contents

1 Purpose and Scope 3
2 Applicability 3
3 Initialisms (Acronyms) and Definitions 3
4 Responsibility 4
5 Procedure Implementation 5
6 Violations 11
7 References 12
8 Procedure Review and Expiration 12
9 Attachments 12

1 PURPOSE AND SCOPE

The purpose of these Guidelines for the Disposal of Real Property ("Guidelines"), which comply with Title 5-A, Article 9 of the Public Authorities Law, is to establish the procedures that detail the Canal Corporation's ("Corporation") policy and instructions regarding the disposal of real property. In addition, the Guidelines designate a Contracting Officer who is responsible for the Corporation's compliance with, and enforcement of, the Guidelines.

The powers and duties relating to the New York State canal system, which were transferred to and merged with the Power Authority ("Power Authority") pursuant to Canal Law Section 5, may be exercised by the Power Authority directly or through the Corporation on behalf of the people of the State of New York.

2 APPLICABILITY

This Policy applies to all the Corporation employees who intend to Dispose of Real Property owned by or under the jurisdiction of the Corporation.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Contracting Officer - shall mean the officer or employee appointed by resolution of the Corporation's Trustees to be responsible for compliance with, and enforcement of, the Guidelines for the Disposal of Real Property. The "Contracting Officer" is hereby designated to be the Power Authority Assistant General Counsel – Real Estate, or equivalent(s) or designee.
\
Corporation – Canal Corporation

Dispose or Disposal - shall mean transfer of title or any other beneficial interest in real property in accordance with these Guidelines. Disposal does not include a release of an easement, Permit (defined hereinafter) or Transfer of Jurisdiction (defined hereinafter).

Fair Market Value - shall mean the estimated dollar amount that a willing buyer would pay to a willing seller for the Real Property in an arms-length transaction in the appropriate marketplace and under similar circumstances.

OGS – NYS Office of General Services

PAL – Public Authorities Law

Permits - shall mean permits issued by the Corporation that grant revocable privileges to use or access real property or structures under the jurisdiction of the Corporation and for the diversion of Canal waters for sanitary, farm or industrial purposes. Permits are revocable in part to assure availability of the real property for Corporation or public purposes. Permits do not transfer a beneficial interest in real property and may be issued when deemed to be advantageous to the Corporation for the purpose of cutting, gathering and hauling away ice from the canals or when the permitted use does not result in a detriment to canal navigation or damage to the banks or other structures thereof. Permits include Occupancy and Work Permits.

a) **Occupancy Permit** - a revocable instrument that authorizes the temporary, restricted use of real property under the jurisdiction of the Corporation, including, temporary use of Canal lands or structures, and for the diversion of Canal waters for sanitary, farm or industrial purposes.

b) **Work Permit** - a revocable instrument that authorizes construction, maintenance, inspection, survey, or other type of work or short term activity on real property under the jurisdiction of the Corporation.

Real Property - shall mean real property, including land, tenements and hereditaments owned by the Corporation, and any other interest in such real property, to the extent that such interest may be conveyed to another person or entity for any purpose, excluding an interest securing a loan or other financial obligation of another party.

Relative - shall mean any person living in the same household as the Corporation employee or any person who is a direct descendant of the Corporation employee's grandparents or the spouse of such descendant.

Transfers of Jurisdiction - shall mean transactions pursuant to Public Lands Law §3(4) and which are between the Corporation and other State governmental entities where jurisdiction over Real Property is transferred and reassigned on such terms and conditions as the Corporation and the New York State Office of General Services deem proper, but the title to the Real Property remains in the name of the People of the State of New York.

4 RESPONSIBILITY

The Board shall adopt by resolution Guidelines for the Disposal of Corporation Real Property regarding the use, awarding, monitoring and reporting of contracts for the disposal of Real Property and which designate a Contracting Officer who is responsible for compliance with and enforcement of, these Guidelines.

5 PROCEDURE IMPLEMENTATION

5.1 COMPLIANCE OVERVIEW

The Public Authorities Law ("PAL") requires the Corporation to establish policy guidelines to accomplish the following:

5.1.1 Ensure that the Corporation's contracting activities comply with Title 5-A, Article 9 of the Public Authorities Law, the Corporation's enabling statute, and any other applicable law pertaining to the Disposal of Real Property.

5.1.2 Maintain inventory controls and accountability systems for all Real Property under the Corporation's control.

5.1.3 Periodically inventory Corporation Real Property to determine which Real Property shall be disposed of.

5.1.4 Dispose of Corporation Real Property interests as promptly as possible in accordance with the PAL.

5.1.5 Prepare annual reports of Real Property Disposal transactions.

5.2 DISPOSITION OF CORPORATION REAL PROPERTY

5.2.1 The Corporation may Dispose of Real Property for not less than the Fair Market Value of such Real Property by sale, exchange, or transfer, for cash, credit or other property, without warranty, and upon such other terms and conditions as the Contracting Officer deems proper under the provisions of the PAL and as implemented by these Guidelines. Fair Market Value of the Corporation Real Property subject to Disposal shall be established by independent appraisal as appropriate and consistent with the intent of the PAL. Such appraisal documents shall be included in the record of the Real Property Disposal transaction.

5.2.2 Except as set forth in Sections 5.2.3 and 5.2.4 herein of the Guidelines, any Disposal of Real Property shall only be made after publicly advertising for bids in accordance with the following:

a) the advertisement for bids shall be made at such time prior to the Disposal or contract, through such methods, and on such terms and conditions as shall permit full and free competition consistent with the value and nature of the Real Property; and

b) all bids shall be publicly disclosed at the time and place stated in the advertisement; and

c) the award shall be made with reasonable promptness by notice to the responsible bidder whose bid, conforming to the invitation for bids, will be most advantageous to the Corporation, price and other factors considered; provided, that all bids may be rejected when it is in the public interest to do so.

5.2.3 The Disposal of Corporation Real Property by Negotiation or Public Auction

a) The Disposal of Corporation Real Property may be negotiated or made by public auction without regard to Section 5.2.2 but subject to obtaining such competition as is feasible under the circumstances, if:

1. the Fair Market Value of the Real Property does not exceed fifteen thousand dollars ($15,000.00); or
2. bid prices after advertising therefore are not reasonable, either as to all or some part of the Real Property, or have not been independently arrived at in open competition; or
3. the Disposal will be to the state or any political subdivision, and the estimated Fair Market Value of the Real Property and other satisfactory terms of Disposal are obtained by negotiation; or
4. under those circumstances permitted by Section 5.2.4; or
5. such action is otherwise authorized by law.

b) The Disposal of Corporation Real Property may also be made by negotiated sale without regard to Section 5.2.2 but subject to obtaining such competition as is feasible under the circumstances, if ALL the following conditions have been satisfied:

1. the Corporation has determined that: such real property is no longer necessary or useful to the purposes of the Corporation; disposal of such real property complies with all applicable provisions of the canal law; and disposal of such real property is in the best interest of the Corporation; and
2. an appraisal of the fair market value of such property has been made by an independent appraiser and included in the record of the transaction; and

3. the fair market value of such real property is greater than fifteen thousand dollars ($15,000.00) but not greater than seventy-five thousand dollars ($75,000.00); and
4. such real property was improved prior to April 1, 1992, under a municipal permit or a permit issued pursuant to Section 100 of the Canal Law, thereby creating an encroachment on Corporation Real Property; and
5. the purchaser of such Real Property is, or will be, the owner of the improvement that either fully or partially encroaches on Corporation real property; and
6. the consideration paid for such real property will not be less than the fair market value of the real property exclusive of the value, fair market or otherwise, of the encroaching improvements.

5.2.4 Below Fair Market Value

a) No Real Property owned, leased or otherwise in the control of the Corporation may be sold, leased, or otherwise alienated for less than its Fair Market Value except if:

1. the transferee is a government or other public entity, and the terms and conditions of the transfer require that the ownership and use of the Real Property will remain with the government or any other public entity; or
2. the purpose of the transfer is within the purpose, mission or governing statute of the Corporation; or
3. in the event the Corporation seeks to transfer Real Property for less than its Fair Market Value to other than a governmental entity, which Disposal would not be consistent with the Corporation's mission, purpose or governing statutes, the Corporation shall provide written notification thereof to the Governor, the Speaker of the Assembly, and the Temporary President of the Senate, and such proposed transfer shall be subject to denial by the Governor, the Senate, or the Assembly. Denial by the Governor shall take the form of a signed certification by the Governor. Denial by either House of the Legislature shall take the form of a resolution by such House. The Governor and each House of the Legislature shall take any such action within sixty days of receiving notification of such proposed transfer during the months of January through June, provided that if the Legislature receives notification of a proposed transfer during the months of July through December, the Legislature may take any such action within sixty days of January first of the following year. If no such resolution or certification is performed within sixty days of such notification of the proposed transfer to the Governor, Senate, and Assembly, the Corporation may effectuate such transfer.

b) In the event a below Fair Market Value Real Property transfer is proposed, the following information must be provided to the Corporation’s Board of Trustees and the public:

1. a full description of the Real Property; and

2. an appraisal of the Fair Market Value of the Real Property and any other information establishing the Fair Market Value sought by the Corporation's Board of Trustees; and
3. a description of the purpose of the transfer, and a reasonable statement of the kind and amount of the benefit to the public resulting from the transfer, including but not limited to the kind, number, location, wages or salaries of jobs created or preserved as required by the transfer, the benefits, if any, to the communities in which the Real Property is situated as are required by the transfer; and
4. a statement of the value to be received compared to the Fair Market Value; and
5. the names of any private parties participating in the transfer, and if different than the statement required by subparagraph (iv) of this paragraph, a statement of the value to the private party; and
6. the names of other private parties who have made an offer for such Real Property, the value offered, and the purpose for which the Real Property was sought to be used.

d) Before approving the Disposal of any Real Property for less than Fair Market Value, the Corporation's Board of Trustees shall consider the information described in Paragraph 5.2.4.b and make a written determination that there is no reasonable alternative to the proposed below-market transfer that would achieve the same purpose of such transfer.

5.2.5 An explanatory statement detailing the Disposal by negotiation of Corporation Real Property subject to the PAL as set forth in Section 5.2.3.a shall be made for any Disposal of:

a) Real Property with a Fair Market Value in excess of one hundred thousand dollars ($100,000.00) except that Real Property Disposed of by lease or exchange shall only be subject to Paragraph 5.2.5.b of this Section 5.2.5; or

b) Real Property Disposed of by lease if the fair annual rent over the term of the lease is in excess of fifteen thousand dollars ($15,000.00); or

c) Any Real Property or real and related personal property Disposed of by exchange, regardless of value, or any property any part of the consideration is for Real Property.

5.2.6 Each explanatory statement prepared in accordance with Section 5.2.5 above shall be transmitted to the State Comptroller, the Director of the Division of the Budget, the Commissioner of General Services, the State Legislature and the State Authorities

Budget Office not less than 90 days in advance of such Disposal, and a copy shall be kept by the Corporation.

5.2.7 Each explanatory statement prepared in accordance with Section 5.4 must include the following:

a) Description of the parties involved in the property transaction;

b) Justification for disposing of property by negotiation;

c) Identification of property, including its location;

d) Estimated fair market value of the property;

e) Proposed sale price of the property;

f) Size of the property; and

g) Expected date of sale of property.

5.2.8 In the Corporation's discretion, when it shall be deemed advantageous to the Corporation and the State, the Corporation may enter into an agreement with the Office of the Commissioner of the Office of General Services ("OGS") under which OGS may Dispose of the Corporation's Real Property under terms and conditions agreed to by the Corporation and the OGS. In Disposing of any such Real Property of the Corporation, the OGS shall be bound by the relevant provisions of the PAL.

5.2.9 No Corporation employee who is involved in the award of Corporation grants or contracts, may ask any purchaser(s), grantor(s), lessor(s) or officer(s), director(s) or employee(s) of such current or prospective purchaser(s), contractor(s) or grantee(s) to reveal: (a) the political party affiliation of the individual; (b) whether the individual or entity has made campaign contributions to any political party, elected official, or candidate for elective office; or (c) whether the individual voted for or against any political party, elected official or candidate for elective office.

5.2.10 No Corporation employee may award or decline to award any grant or contract, or recommend, promise or threaten to do so because of a current or prospective grantee's or contractor's: (a) refusal to answer any inquiry prohibited by Section 5.2.8 above or (b) giving or withholding or neglecting to make any contribution of money, service or any other valuable thing for any political purpose.

5.2.11 No Corporation employee may take part in any contracting decision involving the payment of more than $1,000: (i) to a Relative; or (ii) to any entity in which a Relative owns or controls 10% or more of the stock of such entity (or 1% in the case of a corporation whose stock is regularly traded on an established securities exchange); or serves as an officer, director or partner of that entity. If such situation arises, the

employee must advise his or her supervisor of the relationship, and must be recused from any and all discussions or decisions relating to the matter.

5.2.12 Public Authority Contracts

a) Public Authorities Law Section 2879-a establishes a framework for the Office of the State Comptroller ("OSC") to review and approve certain Public Authority contracts.

b) Any contract in excess of $1,000,000 that is to be awarded by a state authority 1) to a "single source" or "sole source", or pursuant to any other means of procurement that is not competitive, or 2) where the monies to be paid in whole or in part have been appropriated by the state to the state authority for such contractual expenditure ("Eligible Contract"), must be reported in advance of execution to the OSC. Upon execution, all such Eligible Contracts must be filed with the OSC within 60 days.

c) If the OSC has previously identified a contract or category of contract as "reviewable" ("Reviewable Contract)", such contract must include language stating that it is subject to OSC approval and the executed Reviewable Contract must be submitted to the OSC for review. If the OSC does not act to disapprove the Reviewable Contract within 90 days, the contract is valid.

d) Where the OSC has notified the Corporation that any contract or category of contracts shall be subject to OSC approval, NYPA shall include or cause to be included in each such contract a provision informing the other party that such contract is subject to OSC approval pursuant to the OSC's authority to supervise the accounts of public corporations.

e) If the OSC has not approved or disapproved any contract subject to its approval within ninety days of submission to its office, such contract shall become valid and enforceable without such approval.

5.3 CORPORATION REAL PROPERTY REPORTS

5.3.1 The Corporation shall publish the following reports in accordance with these Guidelines:

a) Pursuant to Section 2800 of the Public Authorities Law, the Corporation shall furnish a report for incorporation in the Corporation's annual report which is distributed to the Governor, the Chairman and Ranking Minority Member of the Senate Finance Committee, the Chairman and Ranking Minority Member of the Assembly Ways and Means Committee, the State Comptroller and the State Authorities Budget Office. This report shall include (a) a listing of all Real Property having an estimated Fair Market Value greater than fifteen thousand dollars ($15,000.00) that the Corporation Disposed of during such reporting period and the name of the purchaser of the Real

Property and the price paid by the purchaser for the Real Property, and (b) a description of the total amounts of Real Property sold without competitive bidding, including (i) the nature of the Real Property, (ii) the names of the counterparties, and (iii) where the price for the Real Property sold is less than Fair Market Value, a detailed explanation of the justification for making the sale without competitive bidding, and a certification by the Power Authority's Chief Executive Officer and Chief Financial Officer that they have reviewed the terms of such sale and determined that it complies with applicable law.

b) Pursuant to Public Authorities Law § 2896(3), the Corporation shall prepare for distribution to the State Comptroller, the Director of the Division of the Budget, the Commissioner of General Services, the State Legislature and the State Authorities Budget Office, an annual report listing all real property of the Corporation, which report shall include a list and full description of all Real Property Disposed of during the fiscal reporting period. Regarding Disposals, this annual report shall include the price received by the Corporation and the name of the purchaser of the Real Property.

5.3.2 The Corporation may be called upon periodically to submit information regarding the Disposal of Real Property to organizations implementing the PAL or other statutes regulating the Disposal of Real Property.

5.3.3 The Corporation's Governance Committee meets at least three times per year and Corporation staff may be required to prepare and present ongoing reports regarding the Disposal of Real Property.

5.4 APPROVAL OF GUIDELINES BY THE AUTHORITY'S BOARD

The Guidelines shall be annually reviewed and approved by the Corporation's Board of Trustees. On or before the thirty-first day of March in each year, the Corporation shall file with the State Comptroller a copy of the most recently reviewed and approved Guidelines, including the name of the Corporation's designated Contracting Officer. At the time of filing such Guidelines with the State Comptroller, the Corporation shall also post such Guidelines on its internet website.

6 VIOLATIONS

Violations of these Guidelines and related policies and procedures by employees may result in disciplinary action up to and including termination. In addition, where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state or local laws.

7 REFERENCES

Canal Law
Public Authorities Law

8 PROCEDURE REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document.

Revision cycle:

9 ATTACHMENTS

N/A

Guidelines and Procedures for the Acquisition of Real Property by the Canal Corporation

Note: Revision # should be listed in descending order starting with most recent version at the top

Revision Date(For BCG Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
[Revision Date]	1	Conversion to new Canal document template	All	Allison Renstrom Shea Assistant General Counsel

Contents

1 Purpose and Scope 3
2 Applicability 3
3 Initialisms (Acronyms) and Definitions 3
4 Responsibility 4
5 Procedure Implementation 4
6 Violations 6
7 References 6
8 Procedure Review and Expiration 7
9 Attachments 7

1 PURPOSE AND SCOPE

These Guidelines for the Acquisition of Real Property ("Guidelines"), which comply with Title 2, Article 9 of the Public Authorities Law, establish the procedures that detail the Canal Corporation's ("Corporation") policy and instructions regarding the acquisition of real property. In addition, the Guidelines designate a contracting officer who is responsible for the Corporation's compliance with, and enforcement of, the Guidelines.

The powers and duties relating to the New York State canal system, which were transferred to and merged with the Power Authority of the State of New York ("Power Authority") pursuant to Section 5 of the Canal Law, may be exercised by the Power Authority directly or through the Corporation on behalf of the people of the State of New York.

2 APPLICABILITY

These Guidelines apply to all Corporation employees who intend to Acquire Real Property for the Corporation.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Contracting Officer - shall mean the officer or employee appointed by resolution of the Corporation's Trustees to be responsible for compliance with, and enforcement of, the Guidelines for the acquisition of real property. The "Contracting Officer" is hereby designated to be the Power Authority Assistant General Counsel – Real Estate, or the equivalent(s), or designee.

Corporation – Canal Corporation

Acquisition or Acquire – shall mean to obtain title to or any other beneficial interest in real property in accordance with applicable statutes and these Guidelines.

Fair Market Value – shall mean the estimated dollar amount that a willing buyer would pay to a willing seller for the Real Property in an arms-length transaction in the appropriate marketplace and under similar circumstances.

OSC – Office of the State Comptroller

PAL – Public Authorities Law

PARIS – Public Authorities Reporting System

Real Property – shall mean real property, including land, tenements and hereditaments owned by the Corporation, and any other interest in such real property, to the extent that such interest may be conveyed to another person or entity for any purpose, excluding an interest securing a loan or other financial obligation of another party.

Relative – is any person living in the same household as the Corporation employee or any person who is a direct descendant of the Corporation employee's grandparents or the spouse of such descendant, as referred to in Article 5 of these Guidelines.

4 RESPONSIBILITY

The Board shall adopt by resolution Guidelines for the Acquisition of Corporation Real Property and which designate a Contracting Officer who is responsible for compliance with and enforcement of, these Guidelines.

5 PROCEDURE IMPLEMENTATION

5.1 COMPLIANCE OVERVIEW

5.1.1 These Guidelines are being adopted consistent with the Public Authorities Law ("PAL").

5.1.2 The Corporation may Acquire Real Property through purchase, eminent domain, state transfers of jurisdiction, lease and by other legal means.

5.1.3 The Corporation's New York statutory authority for land acquisition includes, without limitation, the Canal Law, the Public Authorities Law, the Real Property Law, the Public Lands Law, the Eminent Domain Procedure Law and the Highway Law, as amended.

5.2 DUTIES OF THE CORPORATION

5.2.1 The Corporation will maintain adequate inventory controls and accountability systems for all Real Property under the Corporation's control.

5.2.2 Real Property to be Acquired by the Corporation will be in support of existing facilities, operations or in support of new initiatives being pursued by the Corporation.

5.2.3 The compensation for and the procedure for such Acquisition must be consistent with these Guidelines and the Corporation's Real Estate Expenditure Authorization Procedures as amended.

5.2.4 The Corporation will arrange for the transfer or Acquisition of any Real Property identified for Acquisition in accordance with these Guidelines and the Corporation's Real Estate Expenditure Authorization Procedures and as soon as reasonably practical under the circumstances.

5.2.5 Public Authorities Law Section 2879-a establishes a framework for the Office of the State Comptroller ("OSC") to review and approve certain contracts.

a) Any contract in excess of $1,000,000 that is to be awarded by a state authority 1) to a "single source" or "sole source", or pursuant to any other means of procurement that is not competitive, or 2) where the monies to be paid in whole or in part have been appropriated by the state to the state authority for such contractual expenditure ("Eligible Contract"), must be reported in advance of execution to the OSC. Upon execution, all such Eligible Contracts must be filed with the OSC within 60 days.

b) If the OSC has previously identified a contract or category of contract as "reviewable" ("Reviewable Contract)", such Reviewable Contract must include language stating that it is subject to OSC approval and the executed Reviewable Contract must be submitted to the OSC for review. If the OSC does not act to disapprove the Reviewable Contract within 90 days, the contract is valid.

5.3 ETHICAL CONSIDERATIONS

5.3.1 No Corporation employee who is involved in the Acquisition of Real Property, may ask any purchaser, grantor, lessor or officers, directors or employees of such current or prospective purchaser, grantor or lessor to reveal: (a) the political party affiliation of the individual; (b) whether the individual or entity has made campaign contributions to any political party, elected official, or candidate for elective office; or (c) whether the individual voted for or against any political party, elected official or candidate for elective office.

5.3.2 No Corporation employee may take part in any Acquisition decision involving the payment of more than $1,000: (i) to a Relative; or (ii) to any entity in which a Relative owns or controls 10% or more of the stock of such entity (or 1% in the case of a corporation whose stock is regularly traded on an established securities exchange); or serves as an officer, director or partner of that entity. If such situation arises, the

employee must advise his or her supervisor of the relationship, and must be recused from any and all discussions or decisions relating to the matter.

5.4 ACQUISITION REPORTS BY THE CORPORATION

5.4.1 The Corporation shall publish the following reports in accordance with these Guidelines:

a) Pursuant to Section 2800 of the Public Authorities Law, the Corporation shall furnish a report for incorporation in the Corporation's annual report which is distributed to the Governor, the Chairman and Ranking Minority Member of the Senate Finance Committee, the Chairman and Ranking Minority Member of the Assembly Ways and Means Committee, the State Comptroller and the State Authorities Budget Office. This report shall include (a) a listing of all Real Property having an estimated Fair Market Value greater than fifteen thousand dollars ($15,000.00) that the Corporation Acquired during such reporting period and the name of the seller of the Real Property and the price paid by the Corporation for the Real Property, and (b) a description of the total amounts of Real Property purchased without competitive bidding, including (i) the nature of the Real Property, (ii) the names of the counterparties, and (iii) where the price for the Real Property purchased exceeds Fair Market Value, a detailed explanation of the justification for making the purchase without competitive bidding, and a certification by the Power Authority's Chief Executive Officer and Chief Financial Officer that they have reviewed the terms of such purchase and determined that it complies with applicable law.

b) The Corporation may be called upon periodically to submit information regarding the Acquisition of Real Property to organizations implementing the PAL or other statutes regulating the Acquisition of Real Property, such as the Authority Budget Office through the Public Authorities Reporting System ("PARIS").

c) The Corporation's Governance Committee meets at least three times per year and Corporation staff may be required to prepare and present ongoing reports regarding the Acquisition of Real Property.

6 VIOLATIONS

Violations of these Guidelines and related policies and procedures by employees may result in disciplinary action up to and including termination. In addition, where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state or local laws.

7 REFERENCES

Public Authorities Law

8 PROCEDURE REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document.

Revision cycle:

9 ATTACHMENTS

N/A

Exhibit F-1
March 18, 2025

NEW YORK STATE CANAL CORPORATION
2024 ANNUAL REPORT OF DISPOSAL (CONVEYANCE) OF REAL PROPERTY OVER $15,000 IN VALUE

Purchaser's Name	**Price Realized by the Corporation**	**Parcel Acres**	**Transfer Date**
Nor-Ton Red Jacket Club, Inc.	$72,800	24.08	9/16/24
Village of Montour Falls	$810,000	29.35	10/2/24

Exhibit F-2
March 18, 2025

NEW YORK STATE CANAL CORPORATION
2024 ANNUAL REPORT OF ACQUISITIONS OF REAL PROPERTY OVER $15,000 IN VALUE

Seller's Name	**Price Paid by the Corporation**	**Acres**	**Transfer Date**

None to Report.

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: **March 18, 2025**

To: **GOVERNANCE COMMITTEE**

From: **PRESIDENT & CHIEF EXECUTIVE OFFICER**

Subject: **Annual Review and Approval of Certain Policies for NYPA and Canal Corporation**

SUMMARY

The Committee is requested to recommend to the New York Power Authority Board of Trustees ("Board of Trustees") and New York State Canal Corporation Board of Directors ("Board of Directors") the approval of certain policies for the New York Power Authority and Canal Corporation as required by Section 2824 of the Public Authorities Law, Section 2 of Article II of the Authority's and Canal Corporation's By-laws, and Section (C)(1) of the Governance Committee Charters at their next meeting.

The Authority and Canal Corporation Boards will also be requested to delegate to the President and Chief Executive Officer the authority to modify these policies, as necessary, except in the event that any powers, duties or obligations of the Governance Committee would be affected by such modification.

The Committee is requested to recommend to the Board of Trustees and Board of Directors the approval of the aforementioned.

BACKGROUND

Section 2824 of the Public Authorities Law requires the Authority's and Canal Corporation's Boards to, among other things, establish policies regarding the payment of salary, compensation and reimbursements to, and establish rules for the time and attendance of, the chief executive and management.

The Authority and Canal Corporation By-laws (Article II, Section 2) require the Governance Committee to review and approve annually, the policies and procedures governing: (i) salary, (ii) compensation, (iii) benefits and (iv) time and attendance of the chief executive and management.

The Governance Committee Charters of both entities, require an annual review of the Code of both entities, an annual review of the Code of Conduct and a periodic review of employee policies such as equal opportunity employment, whistleblower protection, and conflict of interest.

DISCUSSION

The relevant policies relating to salary, compensation, benefits and time and attendance of its employees, inclusive of the chief executive and all management, are attached as Exhibits 1 through 38 and respectively entitled:

RECOMMENDATION

The Vice President of Human Resources requests that the Committee recommend that the Board of Trustees and Board of Directors approve the adoption of certain policies related to salary, compensation, benefits and time and attendance, which are applicable to all Authority and Canal Corporation employees, including the chief executive and senior management.

The Governance Committee is further requested to recommend that the Authority and Canal Corporation delegate to the President and Chief Executive Officer the authority to modify these policies, as necessary, except in the event that any powers, duties or obligations of the Governance Committee would be affected by such modification.

For the reasons stated, I recommend the approval of the above-requested action by adoption of the resolution below.

Exhibit	NYPA Policy Name	Policy Number	Revision Date
Exhibit 1	NYPA's Workplace Violence Policy	CP 1-8	10/1/2024
Exhibit 2	Equal Employment Opportunity Anti Harassment Anti Discrimination Policy	CP 1-14	3/25/2024
Exhibit 3	Gender-Based Violence and the Workplace Policy	CP 1-16	7/30/2024
Exhibit 4	Screen and Pre-Employment Bargaining Unit Positions at Operating Facilities	EP 1-4	2/25/2025
Exhibit 5	Separation from Service	EP 1-6	11/21/2023
Exhibit 6	Transfer or Re-Employment in Public Service	EP 1.9	1/27/2025
Exhibit 7	Foreign National Sponsorship Policy	EP 1.13	12/21/2023
Exhibit 8	Management Non-Exempt and Facility- Based Exempt Overtime	EP 2.4	12/12/2024
Exhibit 9	Management Exempt Emergency Crisis Response Compensation	EP 2.5	6/3/2024
Exhibit 10	Management Employee Categories and Eligibility for Benefits	EP 3.1	1/13/2025
Exhibit 11	Family and Medical Leave Act (FMLA)	EP 3.3	7/2/2024
Exhibit 12	Employee Assistance Program	EP 3.5	1/31/2025
Exhibit 13	Tuition Reimbursement	EP 3.6	02/21/2024
Exhibit 14	Relocation Benefits for New and Transferred Employees	EP 3.8	01/14/2025
Exhibit 15	Management Time Away from Work	EP 3.12	02/25/2025
Exhibit 16	Performance Improvement	EP 4.2	05/9/2024
Exhibit 17	Fitness for Duty	EP 4.5	5/29/2024
Exhibit 18	Attendance and Flexible Hours	EP 4.6	3/3/2025
Exhibit 19	No Smoking Policy	EP 4.7	10/31/2024
Exhibit 20	Employee Resource Group Policy	HR-ERG-BUP-001	04/23/2024
Exhibit 21	Code of Conduct		
Exhibit 22	Anti-Retaliation Policy	CP 1-7	9/25/2021
Exhibit	**Canal Policy Name**	**Policy Number**	**Revision Date**
Exhibit 23	2025 Seasonal and Occasional PEF Transportation Construction Inspector (TCI) Rates	ASB-2025-002	1/21/2025
Exhibit 24	Rehired Retiree Eligibility for Accruals/Holiday Pay	ASB-2024-018	
Exhibit 25	Driver License Requirements and Verification Procedure	ASB-2024-023	12/1/2024
Exhibit 26	Assignment and Use of Canal Corporation Vehicles	CADM-POL-001	6/2/2022

Exhibit 27	Reasonable Accommodation in Public Programs and Services for People with Disabilities	CADM-POL-004	9/5/2023
Exhibit 28	Reasonable Accommodation of Religious Observances or Practices	CADM-POL-005	9/5/2023
Exhibit 29	Reasonable Accommodation of Disabilities Pregnancies and Domestic Violence	CADM-POL-006	9/5/2023
Exhibit 30	Nursing Related Rights Policy	CADM-POL-007	10/17/2023
Exhibit 31	Attendance Rules	CCP-2022-001	10/7/2022
Exhibit 32	MC Handbook	CCP-2025-001	02/2025
Exhibit 33	Succession Planning	CGP-2023-002	12/15/2023
Exhibit 34	Gender Based Violence in the Workplace	CGP-2022-004	12/7/2022
Exhibit 35	Positive Workplace Policy	CGP-2022-003	2/15/2023
Exhibit 36	Salary Administration Manual		10/2024
Exhibit 37	Social Leave for Holiday Luncheons 2024		10/28/2024
Exhibit 38	Social Leave for Holiday Luncheons 2024 HQ Employees		11/26.2924

Justin E. Driscoll
President and Chief Executive Officer

R E S O L U T I O N

RESOLVED, That the Governance Committee recommends that the New York Power Authority's Board of Trustees and the Canal Corporation's Board of Directors adopt the below listed policies pursuant to Section 2824 of the Public Authorities Law, Section 2 of Article II of the Authority's and the Canal Corporation's By-laws and Section (C)(1) of the Authority's and Canal Corporation Charters:

AND BE IT FURTHER RESOLVED, That the Governance Committee recommends that the Authority's Trustees and the Canal Corporation's Board of Directors authorize the President and Chief Executive Officer to modify the foregoing policies, as necessary, except in the event that any powers, duties or obligations of the Trustees and Board of Directors would be affected by such modification; and be it further

RESOLVED, That the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

NYPA Policy Name	Policy Number	Revision Date
NYPA's Workplace Violence Policy	CP 1-8	10/1/2024
Equal Employment Opportunity Anti Harassment Anti Discrimination Policy	CP 1-14	3/25/2024
Gender-Based Violence and the Workplace Policy	CP 1-16	7/30/2024
Screen and Pre-Employment Bargaining Unit Positions at Operating Facilities	EP 1-4	2/25/2025
Separation from Service	EP 1.6	11/21/2023
Transfer or Re-Employment in Public Service	EP 1.9	1/27/2025
Foreign National Sponsorship Policy	EP 1.13	12/21/2023
Management Non-Exempt and Facility- Based Exempt Overtime	EP 2.4	12/12/2024
Management Exempt Emergency Crisis Response Compensation	EP 2.5	6/3/2024

Management Employee Categories and Eligibility for Benefits	EP 3.1	1/13/2025
Family and Medical Leave Act (FMLA)	EP 3.3	7/2/2024
Employee Assistance Program	EP 3.5	1/31/2025
Tuition Reimbursement	EP 3.6	02/21/2024
Relocation Benefits for New and Transferred Employees	EP 3.8	01/14/2025
Management Time Away from Work	EP 3.12	02/25/2025
Performance Improvement	EP 4.2	05/9/2024
Fitness for Duty	EP 4.5	5/29/2024
Attendance and Flexible Hours	EP 4.6	3/3/2025
No Smoking Policy	EP 4.7	10/31/2024
Employee Resource Group Policy	HR-ERG-BUP-001	04/23/2024
Code of Conduct		
Anti-Retaliation Policy	CP 1-7	9/25/2021
Canal Policy Name	**Policy Number**	**Revision Date**
2025 Seasonal and Occasional PEF Transportation Construction Inspector (TCI) Rates	ASB-2025-002	1/21/2025
Rehired Retiree Eligibility for Accruals/Holiday Pay	ASB-2024-018	
Driver License Requirements and Verification Procedure	ASB-2024-023	12/1/2024
Assignment and Use of Canal Corporation Vehicles	CADM-POL-001	6/2/2022
Reasonable Accommodation in Public Programs and Services for People with Disabilities	CADM-POL-004	9/5/2023
Reasonable Accommodation of Religious Observances or Practices	CADM-POL-005	9/5/2023
Reasonable Accommodation of Disabilities Pregnancies and Domestic Violence	CADM-POL-006	9/5/2023
Nursing Related Rights Policy	CADM-POL-007	10/17/2023
Attendance Rules	CCP-2022-001	10/7/2022
MC Handbook	CCP-2025-001	02/2025
Succession Planning	CGP-2023-002	12/15/2023
Gender Based Violence in the Workplace	CGP-2022-004	12/7/2022
Positive Workplace Policy	CGP-2022-003	2/15/2023
Salary Administration Manual		10/2024
Social Leave for Holiday Luncheons 2024		10/28/2024
Social Leave for Holiday Luncheons 2024 HQ Employees		11/26.2924

Company Policy Title:
Workplace Violence Policy

Title:	**Workplace Violence Policy**
Document Type:	Company Policy
Document Number:	CP 1-8
Revision Date:	10/01/2024
Content Owner:	Pollack, Rani

Workplace Violence Policy

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
10/1/2024	5	Added Legal Language to include Canal Corporation	2	Rani Pollack Director HR & Employee Relations
8/1/2022	4	Simplified language and made gender-neutral	Throughout	Rani Pollack Director HR & Employee Relations
1/6/2020	3	Updated to reflect NYS regulations for Public Employers.	Throughout	Rani Pollack Director HR & Employee Relations
5/20/2016	2	New format.	N/A	Rani Pollack Director HR & Employee Relations

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

1 PURPOSE

The purpose of this Policy is to:

- Provide information about preventing and responding to incidents of Workplace violence or threats of violence;
- Set forth procedures to be followed when such violence occurs in the Workplace; and
- Educate employees about the “New York State Public Employer Workplace Violence Prevention Law.”

NYPA & the Canal Corporation (the Corporation) are committed to maintaining a safe and secure work environment that is free from violence, threats of violence, harassment, intimidation, and other disruptive behaviors. While this conduct is not pervasive, no Workplace is immune. The goals of this Policy are to reduce the probability of threats or acts of violence in the Workplace and to ensure that any incident, complaint, or report of violence is taken seriously and dealt with appropriately.

2 APPLICABILITY

This Policy applies to all employees and also covers the conduct of vendors / suppliers, consultants, contingent workers, customers, and visitors.

The standards within this governance document shall generally apply to similar, identified services provided to the Canal Corporation. Any exceptions or deviations to such application shall be explicitly identified herein. In instances where there are variations between NYPA and Canal Corporation titles, organizational responsibilities, and/or levels of service that are not explicitly noted herein, some level of extrapolation may be required. This governance document does not obligate the Canal Corporation to extend itself financially or operationally beyond the abilities or resource level capable under its current business model.

3 TERMS AND DEFINITIONS

Authorized employee representative – an employee authorized by the employees or the designated representative of an employee organization recognized or certified to represent the employees pursuant to Article 14 of the Civil Service Law.

ER – Employee Relations

Hotline – employee concerns hotline (1-877-TEL-NYPA)

HR – Human Resources

Imminent danger – conditions or practices in a place of employment such that a danger exists which could reasonably be expected to cause death or serious physical harm immediately or before the imminence of such danger can be eliminated through enforcement procedures provided for in the workplace violence regulations.

Privacy-concern case – Incident involving the following injuries or illnesses: (1) An injury or illness to an intimate body part or the reproductive system; (2) An injury or illness resulting from a sexual assault; (3) Mental illness; (4) HIV infection; (5) Needle stick injuries and cuts from sharp objects that are or may be contaminated with another person's blood or other potentially infectious material; and (6) Other injuries or illnesses, if the employee independently and voluntarily requests that their name not be entered on the Workplace Violence Incident Report.

Serious physical harm – Physical injury which creates a substantial risk of death, or which causes death or serious and protracted disfigurement, protracted impairment of health or protracted loss or impairment of the function of any bodily organ or a sexual offense as defined in Article 130 of the Penal Law.

Supervisor – Any person who has the authority to direct and control the work performance of an employee, or who has the authority to take corrective action regarding the violation of a law, rule or regulation to which an employee submits written notice.

Workplace – Any location away from an employee's domicile, permanent or temporary, where an employee performs any work-related duty in the course of his or her employment by an employer.

Workplace violence – Any physical assault or acts of aggressive behavior occurring where an employee performs any work-related duty in the course of their employment including but not limited to:

(i) An attempt or threat, whether verbal or physical, to inflict physical injury upon an employee;

(ii) Any intentional display of force which would give an employee reason to fear or expect bodily harm;

(iii) Intentional and wrongful physical contact with a person without their consent that entails some injury;

(iv) Stalking an employee with the intent of causing fear of material harm to the physical safety and health of such employee when such stalking has arisen through and in the course of employment.

Workplace violence incident report – A report describing a workplace violence incident.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Workplace Violence Prevention Program – A program designed to prevent, minimize, and respond to any workplace violence, the development and implementation of which is required by Article 2, Section 27-b of the New York State Labor Law.

4 RESPONSIBILITY

Responsibility for and oversight of this Policy resides with the approver unless otherwise noted herein.

5 SCOPE

5.1 General

5.1.1 All employees are responsible for creating an atmosphere free of violent, threatening, harassing, intimidating, or other disruptive behavior and must act promptly to eliminate any such behavior when they witness or become aware of it.

5.1.2 In addition to the Workplace Violence definition above, Workplace Violence may also include:

- Assaults by an intruder
- Bullying
- Non-specific threats of violence by an employee
- Specific threats of violence by an employee
- Threats of violence directed against an employee by a non-employee
- Threats, or threatening conduct, by disgruntled or ex-employees
- Violent altercations between two employees or an employee and Supervisor
- Violent confrontation by a spouse or significant other with an employee over a personal/domestic dispute

5.1.3 Typical warning signs of potentially violent individuals may include but are not limited to:

- Bullying
- Demonstrating lack of concern for the safety of others
- Displaying unwarranted anger
- Drastic change in belief systems
- Expressions of plan to hurt oneself or others
- Expressions of hopelessness or heightened anxiety

- Externalization of blame
- Feelings of being victimized
- Inability to take criticism
- Intoxication from alcohol or other substances
- Irrational beliefs and ideas
- New or increased source of stress at home or work
- Obsession with weapons and/or acts of violence
- Taking up much of a Supervisor's time with behavior or performance problems
- Verbal, nonverbal, or written threats or intimidation
- Stealing or sabotaging projects or equipment

5.1.4 Preventing Workplace Violence

There is no single ingredient that will prevent or reduce violence in the Workplace. Preventative measures must be based on a thorough understanding of risk factors associated with the various types of Workplace Violence that could occur. While understanding the factors that lead to Workplace Violence are not always evident, sufficient information is available which can reduce the risk. However, strong management commitment, and the day-to-day involvement of department managers, Supervisors, employees, and labor unions, is required to reduce the risk of Workplace Violence. To that end, NYPA and the Corporation will utilize the following measures for implementing its Workplace Violence Prevention Program:

Foster a supportive harmonious work environment: Create a culture of mutual respect to help reduce harassment and hostility in the Workplace. We will strive to communicate openly, give employees adequate control in their work and provide them with support and recognition. Conflict and stress are lower when employees feel empowered to work independently and are motivated to work cooperatively.

Train employees on how to resolve conflicts: Conflicts on the job can be reduced by developing employee skills in negotiating, communicating effectively, team building, and resolving disputes. The Talent Development team offers courses in these subject areas.

Develop effective policies to protect employees from harassment: *S*trive to build a culture free of harassment and discrimination and advance this goal by having systems in place to address infractions. We will not tolerate harassment or violence. All complaints will be expeditiously and thoroughly investigated. Appropriate action will be taken with those who violate this policy.

Use established procedures for handling grievances: Employees will follow existing grievance procedures for reporting complaints of unfair treatment, discrimination, or harassment.

Provide personal counseling through an employee assistance program: Employees can use the confidential Employee Assistance Program (EAP) as a resource to address personal concerns. If a violent or threatening incident occurs at work, employees can call the EAP 24-hour Helpline at 800-833-8707.

Implement security programs that protect employees: NYPA and the Corporation have a variety of methods of ensuring worker safety. Such methods include access control to office locations; employee background screening; and, employee safety awareness and training. In addition, any employee concerned about personal safety may request an escort (to the parking lot or other worksite if reasonable) or other appropriate intervention.

Provide training and information for employees: NYPA and the Corporation provide mandatory training regarding the Workplace Violence prevention program, including any risk factors identified and what employees can do to protect themselves.

5.1.5 Orders of Protection

Employees who apply for or obtain a protective or restraining order from a court or agency that lists our facilities as a protected area must provide headquarters Employee Relations (ER) or Site Human Resources (HR) a copy of the petition and declarations used to seek the order and a copy of any temporary or permanent protective or restraining order that was granted. ER or site HR will immediately provide the on-site Security Manager with a copy of the order. NYPA and the Corporation will respect the Privacy of the reporting employee(s) and only ER or Site HR and Site Security will be provided a copy of the order.

5.2 Responsibilities

5.2.1 NYPA and the Corporation have identified the following responsibilities for implementing and maintaining the provisions of the Workplace Violence Prevention Program (Program):

a. ER is responsible for implementation of the Program with the participation of Labor Relations, Security and an Authorized Employee Representative. ER is also responsible for maintaining and updating the Program as needed and reviewing the Program annually in partnership with Labor Relations and Security who collaborate with an Authorized Employee Representative from each bargaining unit.

b. All employees receive online Workplace Violence prevention training annually.

c. In general, Security, ER, and Site HR will investigate all claims of Workplace Violence. In some instances, all three groups may not need to be involved in the

investigation and they will work together to decide which parties need to be involved in the investigation.

d. ER is responsible for completing Workplace Violence Incident Reports and taking any appropriate action as necessary.

e. Our Program shall adhere to a hierarchy of controls as follows:

- engineering controls
- work practice controls
- personal protective equipment

5.2.2 Injury and Illness Recordkeeping and Reporting Requirements for Workplace Violence Incidents

We are required to record and report Workplace Violence incidents in accordance with NYS Labor Law, Section 27-a (Public Employer Safety and Health Act). NYCRR Part 801 of that Law, Recording and Reporting Public Employees' Occupational Injuries and Illnesses, specifies conditions for employer recordkeeping and reporting requirements. Specifically, we are required to record an employee Workplace Violence injury if it results in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, and loss of consciousness.

We are also required to report employee Workplace Violence related fatalities and multiple hospitalizations to the Department's Public Employee Safety and Health ("PESH") Bureau within eight (8) hours of the incident. (Refer to NYCRR Part 801 for complete information pertaining to employee recordkeeping and PESH reporting requirements). Additionally, we use accident and illness recordkeeping information to ensure that our written Workplace Violence Prevention Program is as effective as possible.

5.2.3 Workplace Violence Prevention Risk Evaluation

The Security Department in coordination with an Authorized Employee Representative employee at sites with union employees will perform a "risk evaluation" as a means of inspection of all Workplaces to determine the presence of existing or potential hazards that might place employees at risk from occupational assaults or homicides.

The results from the risk evaluations must be used for the implementation of this Program and in all employee training that is required.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.2.4 Workplace Violence Prevention Compliance

NYPA and the Corporation have established this Policy to ensure compliance with Workplace Violence prevention and security, as follows.

- Management is committed to ensuring that all safety and health policies and procedures involving Workplace Violence prevention and security are clearly communicated and understood by all employees.
- All employees are responsible for using safe work practices, for following all directives, policies and procedures and for assisting in maintaining a safe and secure work environment. The Workplace Violence Prevention Program is designed to ensure that all workers comply with work practices that have been identified to make the Workplace more secure.

5.2.5 Reporting Workplace Violence Incidents

a. Any employee or their Authorized Employee Representative who believes that a serious violation of the Workplace Violence prevention program exists, or that a Workplace Violence Imminent Danger exists, shall bring such matter to the attention of a Supervisor in the form of a written notice and shall afford NYPA or the Corporation a reasonable opportunity to correct such activity, policy, or practice.

b. Written notice shall not be required where Imminent Danger exists to the safety of a specific employee. Employees who observe or experience Imminent Danger of Serious Physical Harm involving violent, threatening, harassing, intimidating, or other disruptive behavior by anyone, including those not employed by NYPA and the Corporation, which might be carried out on our premises, or have been told that another person has witnessed such behavior, should report it immediately to Site Security.

c. Supervisors or HR representatives who receive reports of alleged Workplace Violence shall first contact a Site Security representative. Security must respond to the incident and depending on the severity of the situation, determine whether local police will need to be called.

d. Security must promptly notify ER or Site HR to inform them of the Workplace Violence incident. ER and site HR will investigate the incident and recommend whether any discipline should be issued. ER will file a Workplace Violence Incident Report to be included in the Workplace Violence Prevention Program.

e. Employees may also report violations of this Policy to the Employee Concerns Line (Hotline). The centralized, outsourced, toll-free Hotline is available and

dedicated solely to receiving employee concerns, including those that may be of a violent, threatening, harassing, intimidating, or other disruptive nature. The Hotline number is 1-877-TEL-NYPA (1-877-835-6972).

f. All allegations of Workplace misconduct under this Policy will be handled thoroughly and promptly in a sensitive and discreet manner. When the incident involves no Imminent Danger, ER or Site HR will investigate the matter to determine whether discipline is warranted. The Privacy of the complaining party and the person accused of violating this Policy will be respected to the maximum extent possible, consistent with the need to fairly investigate and correct the problem. It is not always possible to maintain absolute confidentiality.

g. NYPA or the Corporation will take appropriate corrective action, including disciplinary measures when justified, to remedy violations of this Policy.

h. All Workplace Violence incidents will be reviewed by ER and one Authorized Employee Representative from each locale annually.

5.3 Anti-Retaliation

5.3.1 Consistent with CP 1-7, "Anti-Retaliation Policy," this Policy prohibits discrimination, harassment, and/or retaliation against any employee because the employee does any of the following:

a. informs a NYPA or the Corporation representative in good faith that someone has, or is reasonably expected to, act violently, is threatening, harassing, intimidating or causing other disruptive behavior for themselves, another employee or any other person on our premises;

b. participates in any investigation arising from this Policy; or

c. exercises any right under NYS Labor Law § 27-b6(e)(1)-(3).

5.3.2 Any employee who is found to have knowingly made a false accusation under this policy may be subject to appropriate disciplinary action up to and including termination of employment.

5.4 Workplace Violence Prevention Program Maintenance and Updating

ER is responsible for maintenance and annual updating of the Program with participation of one Authorized Employee Representative from each bargaining unit local.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination. Vendors, consultants, contingent workers, customers and other third parties who engage in conduct that violates this Policy may result in the revocation of their physical access to NYPA' and/or the Corporation's premises and electronic access to our systems, and the termination of such party's contract for services. In addition, where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state, or local laws.

7 REFERENCES

7.1 Public Employer Workplace Violence Prevention Programs 12 NYCRR Part 800.6

7.2 CP 1-7 Anti-Retaliation Policy

PowerNet > Quick Links > Policies & Procedures > Company Policies

7.3 NYS Labor Law § 27-b

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Company Policy Title:
Workplace Violence Policy

Company Policy Number:
CP 1-8

e-Signature Approval History

Role	Name	Title	Date	Result
President	Driscoll, Justin	President & CEO	10/01/2024	Approve
GeneralCounsel	Alesio, Lori	EVP & General Counsel	09/21/2024	Approve
Executive Owner	Saslow, Karina	SVP Human Resources	09/15/2024	Approve
Content Owner	Pollack, Rani	Director HR & Employee Relations	09/12/2024	Approve
BCG	dawn.memon@nypa.gov	BCG Team Member	09/12/2024	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Company Policy Title:
Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination Policy

Title:	**Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination Policy**
Document Type:	Company Policy
Document Number:	CP 1-14
Revision Date:	03/25/2024
Content Owner:	Harvey, Nancy

Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination Policy

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
3/25/2024	5	Added Citizenship and Immigration Status Replaced Attachment 9.1	3c 9	Nancy S. Harvey, Chief Diversity, Equity and Inclusion Officer
6/8/2022	4	Inserted defined term “Employment-Related Protected Class Discrimination.” Updated defined terms and language. Updated language and inserted new Section 6.2 and re-numbered Sections	1.2 3, 4, 5 6	Nancy S. Harvey, Chief Diversity, Equity and Inclusion Officer
2/26/2020	3	Inserted “and business partner” Inserted “and pregnancy-related conditions” Inserted NYS Policy against discrimination Deleted extraneous language Deleted definitions covered in NYS Policy and inserted new definitions	1.2.1 1.3 1.4 2 3	Nancy S. Harvey, Director Office of Civil Rights & Inclusion

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA’s approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

		Deleted Sections 4.1, 4.2 and 4.3 and identified responsible person	4	
		Inserted old Section 4.1	5.1	
		Inserted old Section 4.2	5.2	
		Replaced Section 5.3 with old Section 5.1	5.3	
		Replaced Section 5.4 with old Section 5.2	5.4	
		Replaced Section 5.5 with old Section 5.4 and inserted reference to EO 187 and GOER	5.5	
		Changed Section # from 5.5 to 5.6	5.6	
		Changed Section # from 5.6 to 5.7 and inserted language referring to ADID and removed language to Section 5.8	5.7	
		Moved language from Section 5.7 to Section 5.8	5.8	
		Changed Section # from 5.7 to 5.9 and updated language	5.9	
		Changed Section # from 5.8 to 5.10	5.10	
		Changed Section # from 5.9 to 5.11 and inserted language regarding business partners	5.11	
		Changed Section # from 5.10 to 5.12	5.12	
		Changed Section # from 5.11 to 5.13	5.13	

		Updated references for Handbook for Employees of New York State Agencies Inserted new reference for Reasonable Accommodation Policies Inserted new Section referring to EO 187 Inserted new complaint form from GOER Replaced old complaint form with new complaint form	 7.2 7.3 7.4 9.1	
6/29/2018	2	Converting to e-Scribe format Inserted definition of Director Civil Rights & Inclusion Deleted reference to 10 Step Process References to Affirmative Action Officer replaced with Director, Civil Rights & Inclusion Updated the name of the Complaint Form	N/A 3 7.3 & 5.4 5.4, 5.6 & 5.8 9	Nancy S. Harvey, Director Office of Civil Rights & Inclusion
12/18/2015	1	Reformatted references Modified the definition of "Retaliation" Included "Chief Ethics & Compliance Officer" as an Authority Official Deletion of extraneous text from prior version	3 & 7.2 3 5.6 6	Nancy S. Harvey, Affirmative Action Officer II
6/20/2015	0	Converting to new format, combining the Equal Employment Opportunity employee policy and the Anti-Harassment and Anti-Discrimination employee policy and changing them from	N/A	Nancy S. Harvey, Affirmative Action Officer II

		Employee Policies to one new Company Policy		

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

1 PURPOSE AND SCOPE

1.1 Equal Employment Opportunity

The Equal Employment Opportunity (EEO) Act of 1972 established the Equal Employment Opportunity program, which was designed to guarantee fair treatment to all parts of American society without regard to race, religion, age, color, national origin, or sex. The act aimed at removing all discrimination when it applied to employment.

1.2 The Authority is dedicated to diversity in the workforce, which includes equal opportunity and treatment, maximizing outreach to and recruitment from diverse communities, broadening the pool of candidates considered for job openings and promotional opportunities, examining diversity recruitment and retention issues, and encouraging diversity in all the Authority's activities.

1.3 The Authority further recognizes that a person's opportunity to obtain, maintain, or achieve advancement in employment with the organization bears no relation to a person's actual or perceived protected class status.

1.4 Anti-Harassment and Anti-Discrimination

Employment-Related Protected Class Discrimination is strictly prohibited and illegal under federal, state and local laws. It is the Authority's policy that all employees and Affiliates (defined below) are responsible for assuring that the workplace is free from unlawful harassment and Discrimination, referred to herein as Employment-Related Protected Class Discrimination.

1.4.1 The Authority is committed to providing each employee and Affiliate with a professional atmosphere that promotes equal opportunity and access and is free from Employment-Related Protected Class Discrimination following all applicable federal, state and local laws in every location in which the Authority has offices or facilities.

1.4.2 The Authority is committed to preventing Employment-Related Protected Class Discrimination and to taking appropriate action with respect to any and all employees and Affiliates who engage in such conduct, as well as executive, supervisory, and managerial personnel who knowingly allow such conduct to continue.

1.4.3 This Policy shall reaffirm that no person employed by the Authority shall discriminate against or harass another person in any matter affecting the hiring, promotion, or termination of employment, potential employment, or the terms or conditions of employment, on the basis of their actual or perceived Protected Class Status.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

1.4.4 This Policy also prohibits retaliation for reporting or opposing Employment-Related Protected Class Discrimination or cooperating with an investigation of an EEO Complaint.

1.5 It is NYPA's Policy to provide reasonable accommodations when appropriate to individuals with disabilities and pregnancy-related conditions, to individuals observing religious practices and to victims of domestic violence. The Reasonable Accommodation Policies can be found at: Powernet > Quick Links > Policies & Procedures > Company Policies > 1-11 or 1-12.

1.6 Accordingly, NYPA adheres to New York State's policy against Discrimination set forth in its *Equal Employment Opportunity in New York State Rights and Responsibilities: A Handbook for Employees of New York State Agencies*. The handbook can be found at oer.ny.gov > Anti-Discrimination Investigations.

2 APPLICABILITY

This Policy applies to all applicants, employees and Affiliates.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

AAO – Affirmation Action Officer. NYPA and Canals' Chief Diversity, Equity and Inclusion Officer (CDEIO), who heads the Office of Civil Rights and Inclusion (OCRI), serves as the AAO and is tasked with ensuring NYPA, Canals and individual employees' compliance with laws prohibiting Employment-Related Protected Class Discrimination.

ADID – Anti-Discrimination Investigations Division, a division of OER (defined below) that works closely with OCRI to ensure that investigations of EEO Complaints are undertaken in a manner that is consistent with statewide policies and practices.

Affiliates – Individuals and entities that provide goods and services to NYPA, including but not limited to contractors, consultants and contingent workers.

Authority or **NYPA** – New York Power Authority

CDEIO – Chief Diversity, Equity and Inclusion Officer

Complainant – An individual who files an EEO Complaint regarding concerns of Employment-Related Protected Class Discrimination (defined below).

Discrimination – Treating an individual or group of individuals differently or less favorably than another individual or group of individuals, based on their Protected Class Status.

EEO – Equal Employment Opportunity. EEO laws are a group of federal laws that prohibit discrimination in the workplace. The U.S. Equal Employment Opportunity Commission (EEOC)

is the federal oversight agency that is responsible for enforcing federal laws related to workplace discrimination.

Employee – Individuals employed by the Authority, which includes full-time and part-time employees and interns.

Harassment – Consists of words, signs, jokes, pranks, intimidation or physical violence that is directed at an employee because of their membership in any protected class, or perceived class. In the workplace, harassment of an individual based upon their actual or perceived protected class status is prohibited. Harassment also includes workplace behavior that is offensive and based on stereotypes about a particular protected group, or which is intended to cause discomfort or humiliation based on protected class membership. Includes unwelcome, unlawful conduct that creates a work environment that could be intimidating, hostile, or offensive to reasonable people.

Normal workplace supervision, such as enforcing productivity requirements, requiring competent job performance, or issuing disciplinary warnings or notices, is not Harassment. If these actions are imposed based on protected class membership, then this may be Discrimination in the terms, condition or privileges of employment.

OER – New York State Office of Employee Relations. OER oversees certain aspects of covered agencies' workforce-related issues, including NYPA and Canals.

OCRI – Office of Civil Rights and Inclusion

Protected Class Status – Includes, but is not limited to, an individual's age, race, color, creed (religion), national origin, citizenship and immigration status, military status, sex (including sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender), disability, predisposing genetic characteristics, familial or marital status (including issues related to pregnancy, childbirth and family leave), status as a victim of domestic violence, and certain prior arrests/adjudications/convictions.

> **Age:** Involves treating an applicant or employee less favorably because of the individual's age.
>
> **Race & Color:** Pertain to a person's racial background or skin color. It is also based on traits historically associated with race such as hair textures and hairstyles.
>
> **Creed**: Pertains to a person's religious beliefs and includes the wearing of religious garb, keeping of facial hair, and the observance of religious holidays and practices.
>
> **Disability:** A physical, mental or medical impairment that prevents one's normal everyday functioning. A disability may result from an anatomical, physiological or neurological condition, or may be demonstrated by clinical or laboratory diagnostic techniques. If a person has a record of a disability or is perceived by others to have a

disability, whether that person actually does, they are also protected from disability Discrimination.

Disability Discrimination occurs when a qualified applicant or employee is treated unfavorably because that person has a disability.

Disability Discrimination also occurs when a covered employer or other entity treats an applicant or employee less favorably because they have a history of a disability (such as a past major depressive episode) or because they are believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if they do not have such an impairment).

The law requires an employer to provide reasonable accommodation to an employee or job applicant with a disability, unless doing so would cause significant difficulty or expense for the employer ("undue hardship").

Domestic Violence Victim Status: Includes any person who is the victim of a crime committed by a family or household member and includes any person who is the parent of a child who is a victim. It is unlawful to discriminate against a victim of domestic violence in hiring for a job, job advancement, or other terms, conditions, or privileges of employment.

Familial Status: Any person who is pregnant or has a child or is in the process of securing legal custody of any individual under the age of 18; or one or more individuals under the age of 18, living with a parent, a legal guardian, or a designee of a parent.

Gender Identity or Expression: A person's actual or perceived gender-related identity, appearance, behavior, expression, or other gender-related characteristics regardless of the sex assigned to that person at birth, including, but not limited to, the status of being transgender. A transgender person is an individual who has a gender identity different from the sex assigned them at birth. Gender dysphoria is a recognized medical condition related to an individual’s having a gender identity different from the sex assigned at birth.

Marital Status: A person may not be discriminated against based on whether they are married, divorced, single, separated, or widowed.

Military Status: A person's participation in the military service of the United States or the military service of the State including The Armed Forces of the United States, The Army National Guard, The Air National Guard, The New York Naval Militia, The New York Guard, and other forces as may be created by federal or state government as authorized by law. Discrimination against an individual based on their status as a veteran of the above-mentioned services is also prohibited.

National Origin: Pertains to one's national group and includes one's ancestry. In some instances, complaints of Discrimination based on immigration status or language may fall under this category.

Citizenship and Immigration Status: The status of any person who is not a citizen of the United States. Nothing in this policy precludes verification of citizenship or immigration status where required by law, nor shall an adverse action based on verification of such status be prohibited where such action is required by law.

Genetic Predisposition or Carrier Status: Sometimes also called genetic susceptibility, is an increased likelihood of developing a particular disease based on a person's genetic makeup. A genetic predisposition results from specific genetic variations that are often inherited from a parent. These genetic changes contribute to the development of a disease but do not directly cause it. Some people with a predisposing genetic variation will never get the disease while others will, even within the same family.

Arrest or Conviction Record: It is unlawful to deny employment because of an individual's conviction record, where such denial is in violation of Article 23-a of the New York State Correction Law. A potential employer cannot make any inquiry about an arrest record but can inquire if a potential employee has been convicted of a crime.

Sex: Discrimination based on sex includes unequal treatment in the workplace, sexual Harassment, and pregnancy Discrimination. All are entitled to equal pay, benefits, working conditions, and seniority rights; all are entitled to be free from unwelcome sexual advances, requests for sexual favors, physical or verbal conduct of a sexual nature, and a hostile work environment; and pregnant persons are guaranteed the right to work, and to enjoy the same medical, vacation and disability leave policies as non-pregnant co-workers. In addition, lactation is covered for employment purposes.

Sexual Harassment: Is prohibited and falls under the basis of sex discrimination. Sexually harassing conduct can consist of unwanted verbal or physical sexual advances, sexually explicit statements, or discriminatory remarks that are offensive or objectionable to the recipient.

Sexual Harassment by a non-employee. NYPA has the duty to prevent Harassment of its employees in the workplace including Harassment by individuals with whom its employees come in contact, including, but not limited to, vendors, consultants, clients, customers or visitors.

Sexual Harassment of non-employees. Individuals in the workplace, who are performing work under contract, are explicitly protected from sexual Harassment (and all other types of workplace Discrimination).

As with all forms of Discrimination and Harassment, if an employee, including an intern or Affiliate experiences sexual Harassment, or observes it in the workplace, the employee or Affiliate should complain promptly to OER as further discussed herein.

Sexual Orientation: Discriminating against an individual based on sexual orientation is prohibited. Sexual orientation is "heterosexuality, homosexuality, bisexuality or asexuality, whether actual or perceived."

Retaliation: An act(s) of treating an individual less favorably, including taking unwarranted employment action against an individual, for reporting or filing a complaint of Discrimination or Harassment, participating in a Discrimination investigation or opposing Discrimination. Retaliation also occurs when an adverse action or actions are taken against an individual as a result of requesting an accommodation.

Retaliation can be any action, more than trivial, that would have the effect of dissuading a reasonable person from making or supporting an allegation of Discrimination. Such action may be taken by an individual employee.

An adverse action is not retaliatory merely because it occurs after an employee engaged in protected activity. Employees continue to be subject to all job requirements and disciplinary rules after having engaged in such activity. Even if a Discrimination complaint is not substantiated as a violation of this Policy, the individual is protected if they filed a Discrimination complaint, participated in a Discrimination-related investigation, or opposed Discrimination with good faith belief that the practices were discriminatory on the basis of a protected class status.

These protected classes are more fully discussed in the State's EEO Handbook found online at **oer.ny.gov > Anti Discrimination Investigations.**

Respondent – An individual who is named in an EEO Complaint as having allegedly engaged in Employment-Related Protected Class Discrimination.

Substantiated Allegation – Credible or competent evidence exists to conclude that the subject of an investigation violated this policy. Such evidence may include witness interviews and documents, as well as the general circumstances surrounding the claim.

Unsubstantiated Allegation – Insufficient competent evidence to conclude that the subject of an investigation violated this policy. It is important to note that an unsubstantiated allegation does not mean that the allegation is false or unfounded. It means that the allegation cannot be proven as a violation of the Policy to the appropriate standard based on a review of available information.

Witness – An individual who may be likely to have credible information regarding Employment-Related Protected Class Discrimination, or an individual who has expressed concerns about Employment-Related Protected Class Discrimination but who does not wish to file a OER Complaint in their own name regarding such concerns. Customarily, witnesses include co-workers, managers and/or other similarly situated individuals.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

4 RESPONSIBILITY

4.1 NYPA's Chief Diversity, Equity and Inclusion Officer (CDEIO) has ultimate oversight of this Policy and its implementation. All supervisors and managers are responsible for ensuring adherence to EEO/ Affirmation Action Officer (AAO) policies and associated protections and reporting deviations.

4.2 All executives, managers and supervisors have ultimate responsibility for overseeing compliance with this Policy in their respective business units, departments and groups and shall act to ensure that access to services and employment opportunities within the Authority are made available to applicants and employees without regard to actual or perceived Protected Class Status (defined above).

5 POLICY IMPLEMENTATION

5.1 All executives, managers and supervisors shall provide an atmosphere free of Employment-Related Protected Class Discrimination (defined above) and must act promptly to eliminate any such conduct which exists in their area of responsibilities or of which they become aware in accordance with this Policy and the associated EEO Complaint Procedure.

5.2 NYPA shall conduct mandatory annual training and other programs to inform, educate and train employees about Employment-Related Protected Class Discrimination and other inappropriate workplace behavior and how to avoid such conduct.

5.3 NYPA voluntarily follows investigative procedures related to 'Combating Harassment & Discrimination in State Agencies' set forth in Section III (a) (i) of Executive Order 187. All concerns and formal complaints related to Employment-Related Protected Class Discrimination will be investigated by the Office of Civil Rights and Inclusion promptly, thoroughly and pursuant to the EEO Complaint Procedures referenced herein.

5.4 The Authority shall take appropriate Administrative Action (defined above) to remedy violations of this Policy or associated policies.

5.5 Anyone who perceives Employment-Related Protected Class Discrimination (defined above) at NYPA should, as soon as possible, complete and return the New York State Employee Discrimination Complaint Form (attached below) to ADID at antidiscrimination@oer.ny.gov. The Authority encourages applicants, employees and Affiliates to report all perceived incidents of protected class employment-related Discrimination, regardless of who the offender may be.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.6 Incidents of actual or perceived Employment-Related Protected Class Discrimination may also be reported to the CDEIO or any other Authority official, e.g., the Senior EEO/AAO Investigator, a supervisor, Business Group Head, Business Unit/Department Head, VP and Chief Ethics & Compliance Officer, Regional/Plant Manager, Facility Labor Relations Manager or Manager-Human Resources and/or a representative of the Employee Relations Unit in the White Plains Office.

5.7 Incidents of actual or perceived Employment-Related Protected Class Discrimination may be reported by calling the Authority's centralized, outsourced, toll-free confidential Hotline at 1-877-TEL-NYPA. Callers may remain anonymous if they choose to do so. This centralized NYPA Employee Concerns Hotline is accessible twenty-four (24) hours a day, seven (7) days a week.

5.8 Any supervisor or manager who receives a generalized concern or a formal complaint of Employment-Related Protected Class Discrimination, or independently observes conduct that may constitute Employment-Related Protected Class Discrimination shall promptly report such concern, complaint or observation to the CDEIO or the Senior EEO/AAO Investigator.

5.9 All employees and Affiliates are required to cooperate fully with any investigation of alleged violations of this Policy. Any employee who fails to cooperate with an investigation, attempts to obstruct an investigation or its outcome, or attempts to obstruct the administration of any remedial or disciplinary action taken because of such investigation, shall be subject to discipline, up to and including termination. Any Affiliate who fails to cooperate with an investigation, obstructs an investigation, or obstructs the administration of any remedial action taken because of such investigation, shall be subject to termination or severance of the business relationship or contract.

5.10 No person employed by NYPA shall be discharged, disciplined, discriminated against or otherwise subjected to an adverse employment action on the grounds that such person filed an EEO Complaint in good faith, testified, provided information, or otherwise assisted any investigation of alleged violations of this Policy or associated policies (i.e., reasonable accommodation-related policies).

5.11 Employment-Related Protected Class Discrimination is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings and business-related social events and business-related virtual communications (i.e., teleconferences).

5.12 All individuals accessing information related to Employment-Related Protected Class Discrimination are expected to maintain confidentiality and be tactful and professional in doing so. In certain circumstances, information may have to be disclosed to appropriate stakeholders (e.g., if it appears that someone is at risk of harm or engaged in criminal behavior, or for other mandatory reporting reasons).

6 VIOLATIONS

6.1 If Employment-Related Protected Class Discrimination has been substantiated by OCRI, OCRI will refer the recommended administrative action of OER to all appropriate stakeholders for implementation.

6.2 If the Employment-Related Protected Class Discrimination is *not* substantiated but other administrative action is recommended for the Respondent or other identified individual (unrelated to Employment-Related Protected Class Discrimination), OCRI will notify and convene NYPA's Discrimination and Harassment Investigation Executive Review Committee to determine the action to be taken.

6.3 Upon the determination of NYPA's Discrimination and Harassment Investigation Executive Review Committee, OCRI will notify the Respondent and any affected individual of the administrative action to be taken as well as all appropriate stakeholders for implementation.

6.4 Any employee who is found to have knowingly made a false accusation of Harassment, Discrimination, or retaliation, or knowingly provided false information may be subject to appropriate disciplinary action up to and including termination. Any Affiliate found to be in violation of this Policy shall be subject to appropriate action at the sole discretion of the Authority, up to and including termination of any business relationship.

6.5 Retaliation against any individual who reports an allegation of Discrimination or Harassment or who participates in an investigation of such report is prohibited by this Policy. Retaliation against any individual who reports an allegation of Discrimination or Harassment or who participates in an investigation of such reports is a serious violation of this Policy and allegations of such Retaliation will be investigated. Any individual who engages in such prohibited conduct is subject to disciplinary action, up to and including termination, and any other consequences that the law may provide.

7 REFERENCES AND CROSS-REFERENCES

Relevant NYPA policies can be accessed via: Powernet > Quick Links > Policies and Procedures > Employment Policies and Procedures> CP 1-14 (EEO, Anti-Harassment & Anti-Discrimination Policy)

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Year

9 ATTACHMENTS

9.1 Attachment: New York State Employee Discrimination Complaint Form

This attachment is the standardized form promulgated by OER for reporting claims of Employment-Related Protected Class Discrimination statewide.

9.2 Attachment: Civil Rights and Inclusion (Know Your Rights Frequently Asked EEO Questions)

This attachment provides information regarding various aspects of the EEO filing and investigative process in a question-and-answer format.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Attachment 9.1

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

New York State Employee Discrimination Complaint Form

Page 2

3. Date(s) discrimination occurred:

Is the discrimination continuing?
☐ Yes ☐ No

4. Please describe the alleged discriminatory conduct and the reasons the conduct is discriminatory. Please include the names of witnesses, if any, and attach supporting documentation, if available. Attach additional pages, if necessary.

5. Have you filed a claim regarding this complaint with a federal, state, or local government agency? ☐ Yes ☐ No

6. Have you instituted a legal suit or court action regarding this complaint? ☐ Yes ☐ No

7. Have you hired an attorney with respect to the allegations in the complaint? ☐ Yes ☐ No

8. This complaint form was completed by:
☐ Complainant
☐ Supervisor/Manager
☐ Affirmative Action Administrator

Signature _____ Date _____

Return the completed form (by email or mail) to the Governor's Office of Employee Relations, Anti Discrimination Investigations Division:

Empire State Plaza
Agency Building 2
Albany, New York 12223
antidiscrimination@goer.ny.gov

12/2018

Attachment 9.2



Section 1.

Q: Please provide an overview of how NYPA and Canals handle discrimination and harassment complaints.

A: Certainly. First, let's explain some of the terms and acronyms used in the process.

EEO stands for Equal Employment Opportunity, a group of federal laws that prohibit discrimination, harassment and retaliation because of someone's **Protected Class Status**, which includes, but is not limited to, their race, gender, religion or disability. EEO is often used synonymously with **AAO**, which stands for Affirmative Action Officer. At NYPA and Canals, the Chief Diversity, Equity and Inclusion Officer serves as the AAO and heads the Office of Civil Rights and Inclusion (OCRI), which ensures that all agency employees comply with EEO laws.

OCRI works closely with the New York State Office of Employee Relations (OER) –OER's Anti-Discrimination Investigations Division (ADID) – to ensure that investigations of discrimination-related complaints are undertaken in a manner that is consistent with statewide policies and practices. One such policy is the New York State EEO Handbook, which explains Protected Class Statuses and is the baseline guidance document that explains your rights as an employee and how complaints are handled statewide.

Section 2.

Q: Got it. Now how do these processes relate to me?

A: Regardless of whether you are an employee, a consultant or simply applying for a job, you have a right to work in a workplace free from discrimination, harassment and retaliation. If you believe you have been the subject of any of these unlawful actions, OCRI wants to know about it as soon as possible. Reporting these issues, even as a third party upstander, helps to ensure that all persons are treated with fairness and equity in their career pursuits.

For additional information, you can review New York State's Employee Handbook and NYPA and Canals' related policies (respectively, on the NYPA Power Net [CP 1-7 and 1-12] and the Canals' intranet)**.**

Section 3.

Q: If I believe I was the subject of something that needs to be investigated, what should I do?

A: OCRI strongly urges you to immediately report it. There are several ways that you can do so, including:

- By the *preferred method*, which is to notify OCRI directly by any means, such as an email, a telephone call or by stopping into our offices on the 16th floor @ WPO;
- By emailing your complaint directly to OER. The Complaint Form is available on the OER website. Send it to antidiscrimination@oer.ny.gov;
- By notifying your supervisor, any manager or a Human Resources or Labor Relations representative, who must then further report the concern to OCRI;
- By using NYPA's confidential 24-hour Employee Information Concerns Line: 1-877-TEL-NYPA; or
- By reporting your complaint externally to the United States Equal Employment Opportunity Commission **(EEOC)** or the New York State Division of Human Rights **(SDHR)**.

Section 4.

Q: What if I saw something that could be an issue, but it didn't happen to me. Should I still report it?

A: Yes, and you are encouraged to do so. It is very important that all NYPA and Canals employees strive to be upstanders, not bystanders. If you witness something that you believe is discrimination, report it by using any of the access points noted in Section 3, *above*.

Section 5.

Q: Can I be assured of complete confidentiality?

A: All parties who receive complaints of discrimination are expected to be tactful and professional in their handling of this sensitive information. Once OCRI receives the information, it will conduct an investigation in as confidential a manner as possible to protect the privacy of all parties involved.

Section 6.

Q: I don't want to get in trouble or get fired or demoted for reporting discrimination, particularly if it didn't happen to me.

A: Any form of retaliation against a person who reports discrimination in good faith is prohibited. This means that you cannot be fired, demoted or otherwise suffer adverse employment action for reporting discrimination, or for cooperating with an investigation.

Section 7.

Q: Once I report my concerns, what happens next?

A: An OCRI investigator will contact you and will schedule an intake meeting to learn more about your concerns. The investigator will explain the investigative process and will provide you with a copy of the New York State EEO Handbook and the OER Complaint Form (linked above). OCRI will also review whether your concerns meet the criteria for an investigation and, where needed, can assist in drafting and filing the OER Complaint Form. OCRI can also file it independently if you do not wish to proceed as a named Complainant.

Section 8.

Q: Does everything have to be handled as a formal complaint?

A: Not necessarily. OCRI is here to help, and often receives concerns from employees that are more in the nature of general inquiries. Once we have an opportunity to meet and discuss your concerns, everyone will be in a better position to discuss next steps. If it appears that the concerns would be more appropriately handed by a fellow stakeholder (such as the Office of Ethics and Compliance, or the Office of Employee Relations), OCRI can arrange for the concerned party or the information to be forwarded along.

Section 9.

Q: Is there anything I can do to make sure that OCRI has the right information?

A: Yes. You are strongly urged to document "in real time" all acts of discrimination. It is particularly important that you save all documents, emails, text messages or other material that will be helpful in investigating the case. We also suggest that you keep a timeline or otherwise make note of actions and information related to your concerns.

Section 10.

Q: How does OCRI investigate a case?

A: OCRI reviews the concerns and other relevant documents and information. While each case is different, OCRI usually conducts several interviews, including of the person(s) reporting the concerns, the target of the investigation (called the Respondent) and potential witnesses.

OCRI then evaluates whether the evidence is sufficient to substantiate a violation of the EEO Handbook and/or related agency policies.

Section 11.

Q: OCRI notified me that it was <u>not</u> going to investigate my concern. Why?

After OCRI has reviewed the allegations in the Complaint, a determination will be made if the concerns relate to Protected Class Status. If the allegations do not relate to Protected Class Status, OCRI will not investigate the concerns. For example, a simple disagreement over a negative performance evaluation may not rise to the level of discrimination, unless it is alleged that race, gender or some other Protected Class Status factored into the negative evaluation. In

such a circumstance, you will receive a letter from OCRI explaining its rationale and advising you of further actions that you can take.

Section 12.

Q: I received notice that I am going to be interviewed. What can I expect?

A: You can expect to meet with an OCRI investigator at a mutually agreeable time and be asked questions about the concerns that have been raised. During the interview, you will be asked basic questions regarding your position (such as your date of hire, the scope of your work and the name of your supervisor), along with questions regarding the allegations of discrimination.

You are free to advise the investigator if you do not understand the questions or if you otherwise want to provide information that you think would be relevant or useful. Candor is expected, and a refusal to cooperate with an investigation can constitute grounds for discipline.

If you are named as a Respondent and are a member of a bargaining unit, you are entitled to have a union representative present when you are interviewed.

Section 13.

Q: What if I am named as a person who engaged in discrimination or retaliation?

A: If you are named as a Respondent in an investigation, you are prohibited from engaging in any adverse employment action or retaliating against anyone involved in the OCRI investigation, including not only the Complainant but also Witnesses. For example, if you are a manager you must continue to supervise and interact with the Complainant and Witnesses in a professional manner.

Remember that as a Respondent, you are also obligated to and invested in fully cooperating with an OCRI investigation. Your participation provides you with the opportunity to offer your side of the story.

Section 14.

Q: Does the investigation need to be concluded before NYPA or Canals takes action?

A: No. If an initial review of the case indicates that immediate intervention is warranted (such as reassignment of the parties involved), NYPA or Canals will take action pending full resolution of the case.

Section 15.

Q: What happens once the investigation is over?

A: After the investigation is over, OCRI prepares a report setting forth all the relevant evidence gathered, its analysis of the evidence as it relates to the relevant policies, along with findings and recommendations. The finding will either substantiate that Respondent engaged in conduct in violation of the Anti-Discrimination and Anti-Retaliation policies, or that Complainant's allegations could not be substantiated as a violation of those policies. That report is submitted to OER. Further action is determined in consultation with OER and internal stakeholders.

Section 16.

Q: How will I learn of the ultimate outcome of the investigation?

A: If you are a named Complainant or a Respondent, OCRI will issue a written Notice of Final Determination. This Notice will explain whether the complaint was substantiated (in whole or in part) or not substantiated. The Notice will also state whether further administrative action, if any, will be taken. OCRI will also contact you by telephone or email to provide an overview of its investigative actions and findings. If you chose not to be a named Complainant, or if you made a complaint based upon conduct you witnessed, you will not be apprised of the outcome of the investigation because your role was to provide information.

Section 17.

Q: What if the investigation determined that I did not discriminate, harass or retaliate against someone, but determined that I may have violated other policies?

A: OCRI will convene a meeting of NYPA's AAO Executive Discipline Review Committee, which is a rotating subcommittee of Executive Management Committee (EMC) members. The Committee will be briefed regarding the investigation and OCRI's findings and will then determine the type of

administrative action to be taken in response to identified policy violations. You would then be informed of the Committee's decision.

Section 18.

Q: I disagree with the outcome of the investigation. What can I do and when can I do it?

A. You have the right to pursue a charge of discrimination with the EEOC or the SDHR at any time, even while an OCRI investigation is pending (linked above).

Section 19.

Q: I have a better understanding of the AAO investigative process. If I still have questions, whom can I reach out to?

A: Please feel free to consult the EEO Handbook, to contact OCRI at any time or review relevant websites (OCRI, OER and ADID, linked above). Relevant policies can also be accessed via the NYPA Powernet or Canals intranet.

version 1.0 (September 2021)

-- END OF DOCUMENT --

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Company Policy Title:
Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination Policy

Company Policy Number:
CP 1-14

e-Signature Approval History

Role	Name	Title	Date	Result
President	Driscoll, Justin	President & CEO	03/25/2024	Approve
GeneralCounsel	Alesio, Lori	EVP & General Counsel	02/16/2024	Approve
OperationOffice	Kessler, Joseph	EVP & Chief Operating Officer	02/16/2024	Approve
Interim VP Human Resources	Saslow, Karina	SVP Human Resources	02/15/2024	Approve
Executive Owner	Saslow, Karina	SVP Human Resources	02/15/2024	Approve
Content Owner	Harvey, Nancy	Chief Diversity, Equity & Inclusion Ofc	02/15/2024	Approve
BCG	dawn.memon@nypa.gov	BCG Team Member	02/08/2024	Approve

Title:	**Gender-Based Violence and the Workplace Policy**
Document Type:	Company Policy
Document Number:	CP 1-16
Revision Date:	07/30/2024
Content Owner:	Pollack, Rani

Gender-Based Violence and the Workplace Policy

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
7/30/2024	1	Added Legal Language to include Canal Corporation Updated Revision Cycle	2 10	Rani Pollack, Director HR & Employee Relations
12/30/2022	0	New Policy (Based on EO17, this Policy supersedes Domestic Violence Policy CP1-10)	N/A	Rani Pollack, Director HR & Employee Relations

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

1 PURPOSE AND SCOPE

The purpose of this Policy is to identify and respond effectively to employees' needs as victims of domestic and gender-based violence and promote safety in the workplace.

2 APPLICABILITY

Domestic violence and other forms of gender-based violence permeate the lives and harm thousands of New Yorkers each day, with tragic, destructive, and often fatal results. The impacts of such violence are felt in the workplace, regardless of where the incidents are taking place, and have the potential to compromise the safety of victims, co-workers, and clients, while resulting in lost productivity, increased health care costs, absenteeism, and employee turnover. NYPA and Canal Corporation have both a moral and legal obligation to their employees who may be experiencing victimization.

New York State law recognizes that domestic and gender-based violence occurs within a wide spectrum of relationships, therefore NYPA and Canal Corporation will take every appropriate measure to prevent and/or address domestic and gender-based violence as it impacts the workplace, while also recognizing the rights of victims to have self-determination and the need to respond in a survivor-centered, trauma-informed, and culturally responsive manner. All valid orders of protection shall be enforced by NYPA and Canal Corporation, and all protections of this Policy shall apply. This Policy shall apply to all victims of gender-based violence, regardless of where the incidents took place. This Policy is applicable to all full, part-time, and temporary employees, volunteers, and interns engaged by NYPA and Canal Corporation in any official workplace capacity. Whenever possible, this Policy shall be extended to consultants, contractors, and other on-site providers.

NYPA and Canal Corporation to the fullest extent possible, without violating any existing rules, regulations, statutory requirements, contractual obligations, or collective bargaining agreements, designates and directs appropriate management, supervisory, and/or human resources staff to implement the following Gender-Based Violence and the Workplace Policy covering the following areas:

- NYPA and Canal Corporation responsibilities;
- Initialisms (Acronyms) Definitions;
- Non-discrimination and Responsive Personnel Policies for Employees who are victims of domestic and gender-based violence;
- Non-Retaliation Policy;
- Workplace Safety Plans;

- Accountability for Employees who perpetrate domestic or gender-based violence;
- Training;
- Data Collection and Reporting;
- Violations of Policy
- References

The standards within this governance document shall generally apply to similar, identified services provided to the Canal Corporation. Any exceptions or deviations to such application shall be explicitly identified herein. In instances where there are variations between NYPA and Canal Corporation titles, organizational responsibilities, and/or levels of service that are not explicitly noted herein, some level of extrapolation may be required. This governance document does not obligate the Canal Corporation to extend itself financially or operationally beyond the abilities or resource level capable under its current business model.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

For the purposes of this Policy, the following terms will be defined as follows:

3.1 Domestic Violence

A pattern of coercive behavior, including acts or threatened acts, which is used by a perpetrator to gain power and control over a victim, as defined in New York State Social Service Law § 459-a, including, but not limited to physical, sexual, psychological, economic, and/or emotional abuse; or the threat of any/all of the aforementioned acts.

3.2 DVAL - Domestic Violence Agency Liaison

A designated employee(s) who has been trained by the Office for the Prevention of Domestic Violence (OPDV) to assist victimized employees; who ensure compliance with the Gender-Based Violence and the Workplace Policy; and who serves as the primary contact for OPDV.

3.3 Gender-Based Violence

Violence or threats that happen because of someone's sex, gender, sexual orientation, gender identity or expression, or other related characteristics. Gender-based violence is an umbrella term that includes domestic violence, sex-based discrimination, sexual harassment, sexual assault, and sexual violence, and can also include stalking or human trafficking.

3.4 OP - Order of Protection (Commonly referred to as "Restraining Order" or "Stay-Away Order")

An order issued by any court to limit the behavior of someone who harms or threatens to harm another person. Orders of protection may direct the offending party not to injure, threaten, or harass the victim, their family, or any other person(s) listed in the order and may include, but are not limited to ordering them to stay away from the home, school, business, or place of employment of the victim; vacate a shared residence; abide by any active orders of custody and visitation; and surrender any firearms.

3.5 Perpetrator or abusive partner or person who causes harm

A person who commits or threatens to commit coercive or violence acts, which may include, but is not limited to, physical, psychological, sexual, economic, and/or emotional abuse against a victim.

3.6 Sexual Harassment

Consistent with the New York State Human Rights Law, unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

a. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment;

b. Such conduct is made either explicitly or implicitly a term or condition of employment; or

c. Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.

3.7 Victim of domestic violence (New York State Social Services Law § 459-a)

a. Any person over the age of sixteen, any married person, or any parent accompanied by his or her minor child or children in situations in which such person or such person's child is a victim of an act which would constitute a violation of the penal law, including, but not limited to, acts constituting disorderly conduct, harassment, aggravated harassment, sexual misconduct, forcible touching, sexual abuse, stalking, criminal mischief, menacing, reckless endangerment, kidnapping, assault, attempted assault, attempted murder, criminal obstruction of breathing or blood circulation, or strangulation, identity theft, grand larceny, or coercion; and

- Such act or acts have resulted in actual physical or emotional injury or have created a substantial risk of physical or emotional harm to such person or such person's child; and
- Such act or acts are or are alleged to have been committed by a family or household member.

b. "Family or household members" mean the following individuals:

- persons related by consanguinity or affinity (blood or a person's relation to blood relatives of their spouse);
- persons legally married to one another;
- persons formerly married to one another regardless of whether they still reside in the same household;
- persons who have a child in common regardless of whether such persons are married or have married or have lived together at any time;
- unrelated persons who are continually or at regular intervals living in the same household or who in the past continually or at regular intervals lived in the same household;
- persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time. Factors that may be considered in determining whether a relationship is an "intimate relationship" include, but are not limited to, the nature or type of relationship, regardless of whether the relationship is sexual in nature; the frequency of interaction between the persons; and the duration of the relationship. Neither a casual acquaintance nor ordinary fraternization between two individuals in business or social contexts shall be deemed to constitute an "intimate relationship" or
- any other category of individuals deemed to be a victim of domestic violence as defined by the Office of Children and Family Services in regulation.

c. "Parent" means a natural or adoptive parent or any individual lawfully charged with a minor child's care or custody.

3.8 Workplace

For the purposes of this Policy, any permanent or temporary location away from an employee's domicile where an employee performs any work-related duty in the course of employment.

4 STATEMENT OF CONFIDENTIALITY

NYPA and Canal Corporation recognizes and respects the employee's right to privacy and confidentiality. All information, including employee disclosures about victimization, shall be kept confidential to the extent permitted by law and NYPA and Canal Corporation policy without the employee's written informed consent unless doing so creates a substantial risk of imminent danger to the victimized employee, other employees, or worksite. Should that circumstance occur, the victimized employee will be given notice of what actions will be taken by NYPA and Canal Corporation, and information will be given to only those employees deemed necessary for securing the safety of the victim, other employees, or worksite. The information given to those employees will be as limited in scope as possible and employees may be required to sign an acknowledgment of confidentiality stating that any information, they have been given regarding the victimized employee must be used only for the intended purpose.

5 RESPONSIBILITY

5.1 NYPA and Canal Corporation Responsibilities

5.1.1 NYPA and Canal Corporation shall designate at least one employee as their Domestic Violence Agency Liaison (DVAL). Where possible, the liaison shall be an employee with advocacy, social work, or counseling experience. Employees who work as Employee Assistance Program (EAP) Coordinators shall not be designated as the DVAL.

5.1.2 Rani Pollack and Harsimran Kapoor in Employee Relations are current DVALs of NYPA and Anthony Germano Jr, Philip Kelly, Catharine Smith, and Patricia Kaufman for Canal Corporation.

5.1.3 Employee Awareness:

a. NYPA and Canal Corporation are committed to increasing awareness around domestic and gender-based violence and create an informed workforce regarding available sources of assistance for those experiencing domestic or gender-based violence.
b. NYPA and Canal Corporation are committed to increasing awareness around possible disciplinary practices that may be implemented in the event of retaliation or used with employees who perpetrate acts of domestic or gender-based violence.
c. NYPA and Canal Corporation shall include this Policy as part of the written materials that are provided to all new employees and shall provide the policy to all employees on an annual basis.
d. A detailed explanation of employee's rights under this Policy shall be given during new employee orientation, including information for contacting the DVAL.

e. If NYPA and Canal Corporation suspect that an employee is a victim of domestic and gender-based violence but the employee has not disclosed victimization, NYPA and Canal Corporation shall refer the employee to:

- the DVAL,
- the EAP,
- the NYS Domestic and Sexual Violence Hotline (or the statewide hotline for workplace sexual harassment, as may be appropriate), and
- any local programs serving victims of domestic and sexual violence.

f. NYPA and Canal Corporation shall post information on domestic and gender-based violence as outlined below, this Policy, and any additional available resources at the workplace. This information shall be posted in such places where employees are able to utilize the information without having to request it or be seen removing it. Such places may include: intranet, employee newsletters, all restrooms, kitchen and lounge areas, and any other frequently trafficked areas. Information must include sources of assistance, contact information for the DVAL(s), Employee Assistance Program information, Human Resources staff, the NYS Domestic and Sexual Violence Hotline Number (1-800-942-6906), Chat and Text Line (1-844-997-2121), and contact information for local domestic violence programs.

g. Referrals must be offered to anyone who discloses they are a victim of domestic or gender-based violence, as follows to:

- the DVAL,
- the EAP,
- the NYS Domestic and Sexual Violence Hotline (or the statewide hotline for workplace sexual harassment, as may be appropriate), and
- any local programs serving victims of domestic and sexual violence.

h. Additional referrals shall be made to the appropriate resources to best meet the employee's needs. NYPA and Canal Corporation shall consider conducting programs and activities throughout the year to increase awareness about domestic and gender-based violence.

5.2 Domestic Violence Agency Liaisons (DVALs)

5.2.1 The liaisons' responsibilities include:

a. Ensure agency-wide implementation of, and compliance with, this Gender-Based Violence and the Workplace policy.
b. Ensure victimized employees are aware of and understand this Policy and their rights.
c. Upon notification that an employee is a victim of domestic or gender-based violence, the DVAL must provide the employee with confidential support services, including referrals to:
   - the EAP,
   - the NYS Domestic and Sexual Violence Hotline (or the statewide hotline for workplace sexual harassment, as may be appropriate), and
   - any local programs serving victims of domestic and sexual violence.
d. Ensure that the victimized employee is informed of all possible options available to them, such as the use of alternative scheduling or a change in work location and assisting the employee in identifying the best use of attendance and leave benefits.
e. Ensure that the victimized employee is aware of and receiving any necessary accommodations as outlined in section VII of this Policy.
f. Ensure that all employees receive a copy of this Policy annually, and regularly receive information about how to contact the DVALs and what supportive services are offered by the agency.
g. Conduct basic workplace safety strategizing with victimized employees.
h. Serve as the primary contact for OPDV, including reporting bi-annual data.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.3 Human Resources

5.3.1 Human Resources staff shall ensure that NYPA and Canal Corporation establishes a workplace culture that is safe and supportive for anyone who has experienced domestic or gender-based violence by communicating that information and resources are available to victims and that abusive behavior by any employee will not be tolerated.

5.3.2 Human Resources staff shall ensure that all employees who are required to attend training from OPDV pursuant to the policy complete the required training.

5.3.3 Human Resources staff shall ensure that employees shall receive a copy of this Policy upon hire as well annually. This shall also include information about how to contact the DVALs and what supportive services are offered by NYPA and Canal Corporation.

5.3.4 Human Resources staff shall ensure that any employee who discloses being a victim of domestic or gender-based violence is aware of and receiving any necessary accommodations and shall consult with leadership and Counsel, and OPDV Counsel as appropriate, to address complex cases.

5.3.5 Human Resources staff shall assist supervisors to ensure that all employees who violate this Policy are held accountable.

5.4 Supervisors

5.4.1 Supervisors shall ensure that any employee who discloses being a victim of domestic or gender-based violence is aware of this Policy and understands this Policy and their rights, including the right to request accommodations or time off as discussed below.

5.4.2 If any employee discloses being a victim of domestic or gender-based violence, or if the Supervisor suspects that the employee may be a victim of domestic or gender-based violence, the Supervisor must refer the employee to:

- the DVAL,
- the EAP,
- the NYS Domestic and Sexual Violence Hotline (or the statewide hotline for workplace sexual harassment, as may be appropriate), and
- any local programs serving victims of domestic and sexual violence.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.4.3 There is no mandatory reporting of domestic or gender-based violence, unless it may constitute sexual harassment as defined on page 4 (Initialisms (Acronyms) and Definitions).

6 POLICY IMPLEMENTATION

6.1 Non-discrimination and Responsive Personnel Policies

All policies and procedures should be trauma-informed, survivor-centered, and culturally responsive to victims' needs, and should not discriminate. Under the New York State Human Rights Law, all persons covered by this Policy are protected from discrimination in the workplace on the basis of status as a victim of domestic violence, and on the basis of sex, sexual orientation, gender identity, and gender expression.

6.1.1 Subdivision 34 of section 292 of the Executive Law of New York State establishes persons who qualify as a "victim of domestic violence."

6.1.2 Victims of domestic violence are a protected class under New York State Human Rights Law (Executive Law § 296(22)).

- NYPA and Canal Corporation may not refuse to hire or license and may not terminate someone solely based on their status as a victim of domestic violence.
- NYPA and Canal Corporation may not discriminate against victims of domestic violence in compensation, terms, conditions, or privileges of employment.
- NYPA and Canal Corporation must prohibit inquiries about an applicant's status as a current or past victim of domestic violence and may not make any employment decisions based on assumptions or actual knowledge about someone's status as a current or past victim of domestic violence. NYPA and Canal Corporation may inquire about status as a victim of domestic violence in order to provide reasonable accommodations.

6.1.3 NYPA and Canal Corporation must allow any employee who has disclosed their status as a victim of domestic or gender-based violence (or disclosed that a family member is a victim of domestic or gender-based violence) and must be out of work for a reasonable time to use accrued sick leave[1] for the following purposes:

- to obtain services from a domestic violence shelter, rape crisis center, or other services program;

[1] Labor Law § 196-b(4).

- to participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members;
- to meet with an attorney or other social services provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding;
- to file a complaint or domestic incident report with law enforcement;
- to meet with a district attorney's office;
- to enroll children in a new school;
- to address issues relating to technology or financial abuse; or
- to take any other actions necessary to ensure the health or safety of the employee or the employee's family member or to protect those who associate or work with the employee.

6.1.4 Employees can choose to use appropriate leave accruals to cover any absences, if available. If the employee does not have adequate leave accruals to cover the absence or chooses not to charge leave accruals, the absence shall be treated as leave without pay.

6.1.5 Any employee who must be absent from work to utilize accommodations in this section is entitled to the continuation of any health insurance coverage provided by the employer to which the employee is otherwise entitled during any such absence, in accordance with any existing collective bargaining agreements, regulations, and NYPA and Canal Corporation policy.

6.1.6 Employees who must be absent to utilize accommodations as listed in this section shall provide their employer with reasonable advanced notice of their absence whenever possible.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

6.1.7 NYPA and Canal Corporation is also required to grant time off, with prior day notification, and may not penalize any employee who, as a victim or witness of a criminal offense, is appearing as a witness; consulting with a district attorney; or exercising their rights as provided by law2. Employees can choose to use appropriate leave accruals to cover any absences, if available. If the employee does not have adequate leave accruals to cover the absence or chooses not to charge leave accruals, the absence shall be treated as leave without pay. Any questions regarding leave that must be granted to victims or subpoenaed witnesses should be directed to the NYPA's Employee Relations/Human Resources office.

6.1.8 NYPA and Canal Corporation should be aware that there may be occurrences when an employee is absent due to incidents of domestic or gender-based violence where they are unable to follow protocol to report the absence. In that situation, the employee may lack documentation, may be unable to obtain documentation or may not want to share documentation containing confidential information. An employer may not require the disclosure of confidential information relating to an absence from work due to domestic violence, a sexual offense, stalking, or human trafficking, as a condition of providing sick leave.

6.1.9 Employees who are victims of domestic violence or gender-based violence who separate from a covered family member due to an incident or incidents of domestic or gender-based violence shall be allowed to make reasonable changes in benefits at any time during the calendar year, where possible and in accordance with statute, regulation, contract, and policy.

6.1.10 NYPA and Canal Corporation recognizes that victims of domestic and gender-based violence may experience temporary work performance difficulties or be unable to complete certain job aspects because of safety reasons. (Examples include overnight travel, "off" hour shifts, etc.) If it is found that the employee's work performance is being affected as a result of being a victim of domestic or gender-based violence, NYPA and Canal Corporation will work with the employee to try to create a satisfactory resolution, including, but not limited to, specific work plans, the ability to take leave, provision of reasonable accommodations, referrals to the DVAL, EAP, and/or the local domestic violence service provider.

[2] Penal Law § 215.14

OPDV is available for case-specific technical assistance as needed. Employees will be given clear information on performance expectations, priorities, and performance evaluations. Employees should be made aware that not all employees' requests for resolutions can be accommodated. If a disciplinary process is initiated, special care should be taken to consider all aspects of the victimized employee's situation, and all available options in trying to resolve the performance problems should be exhausted, including making a referral to the DVAL, EAP, domestic violence program or other relevant services, consistent with existing collective bargaining unit agreements, statute, regulations, and NYPA and Canal Corporation policy.

6.1.11 If all reasonable measures have been exhausted to resolve related performance problems of employees who are victims of domestic or gender-based violence, but the performance problems persist and the employee is terminated or voluntarily separates from employment, the employee shall be informed of their potential eligibility for unemployment insurance and NYPA and Canal Corporation shall respond quickly to any requests for information that may be needed in the claims process. New York State law provides that a victim of domestic violence who voluntarily separates from employment may, under certain circumstances, be eligible for unemployment insurance benefits[3].

6.1.12 New York State law prohibits insurance companies and health maintenance organizations from discriminating against domestic violence victims by prohibiting status as a domestic violence victim to be considered a "pre-existing condition." Insurance companies may not deny or cancel an insurance policy or require a higher premium or payment because the insured party is a current or former victim of domestic violence[4].

6.1.13 Sex, sexual orientation, gender identity, and gender expression are all protected classes under the New York State Human Rights Law. Sexual harassment is a form of sex discrimination and is unlawful under the New York State Human Rights Law § 296.1, Human Rights Law § 296-c (for interns), and Human Rights Law § 296-d (for non-employees working in the workplace), and Title VII, the Federal Civil Rights Act of 1964. Sexual harassment includes harassment based on sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender (see page 2-3 for definition of sexual harassment). Gender-based violence may constitute sexual harassment when it subjects an individual to inferior terms, conditions, or privileges of employment.

Every employer in New York State must have a policy on sexual harassment prevention, which includes a procedure for the receipt and investigation of complaints

[3] NYS Labor Law § 593(1)(b)(i)
[4] NYS Insurance Law § 2612

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

of sexual harassment. This Policy and procedure should be distributed to new employees and made available to all staff regularly.

6.1.14 For all forms of discrimination and harassment, if an employee, including an intern or contractor working in a State workplace, experiences sexual harassment or discrimination on the basis of their status as a victim of domestic or other gender-based violence, or observes discrimination in the workplace, the employee may file a complaint to OER via the New York State Employee Discrimination Complaint form located at www.oer.ny.gov, or by contacting an equal employment officer.

Any complaint of potential discrimination, whether verbal or written, must be investigated. Furthermore, any supervisory or managerial employee who observes or otherwise becomes aware of conduct of a sexually harassing nature must report such conduct so that it can be investigated. NYPA and Canal Corporation shall maintain the confidentiality of the complainant to the extent practical.

6.2 Non-Retaliation Policy

NYPA and Canal Corporation shall not engage in any retaliatory practices against any employee that discloses they are a victim of domestic or gender-based violence, or any employee seeking accommodations or to exercise their rights under this Policy.

NYPA and Canal Corporation will not retaliate, tolerate retaliation by any superiors, terminate, or discipline any employees for reporting information about alleged incidents of domestic violence that may have been committed by an employee, including those in management positions.

Retaliatory practices may include, but are not limited to, fewer promotions, inappropriate jokes, snide comments, excluding employee from conversations, etc., and may be carried out by everyone, not just the original perpetrator. Retaliation includes commencing discipline against victimized employees for actions taken to promote their safety.

NYPA and Canal Corporation or any of its employees engaging in retaliatory practices may be subject to disciplinary actions. If you believe you have been subject to retaliatory practices, please see Section 8: Violations.

6.3 Workplace Safety Plans

NYPA and Canal Corporation shall have workplace safety response plans in place, including procedures for reporting to supervisors or contacting law enforcement, if necessary, should an event take place in the workplace.

6.3.1 NYPA and Canal Corporation shall comply and assist with the enforcement of all known Orders of Protection (OP).

If requested by the victim, or by law enforcement, NYPA and Canal Corporation will provide any relevant information regarding an alleged order of protection violation.

6.3.2 Employees are encouraged to disclose any active orders of protection to the DVAL or designated staff member at their work site. Copies of orders of protection will be maintained in a locked, confidential location, separately from the employee's personnel file. In the event of an emergency or that the OP needs to be presented to law enforcement, the DVAL, other designated staff member, Director of Human Resources, or a member of executive staff shall retrieve and present the order. Employees should be made aware that they are responsible for notifying the liaison in the event of a relevant modification or revocation of the OP.

6.3.3 When requested by the victim, the DVAL and/or Human Resources staff will work with the employee to develop a plan to how best increase safety for the victim, other employees, and the workplace. Options may include, but are not limited to:

- Providing front desk security or reception staff with a copy of the Order of Protection with a photo of the perpetrator;
- Blocking the perpetrator from being entered into the Visitor Management System (VMS);
- Protocols for reporting to law enforcement;
- Allowing the employee to work staggered hours, an "off shift", or move to a different work location, either temporarily or permanently;
- Temporary reassignment of certain duties, such as overnight travel;
- Reassignment of parking space;
- Providing employees an escort for entry and exit from the worksite;
- Allowing security to escort perpetrator out of the building and off the worksite premises;
- Working with the employee to address any identified concerns about the use of technology;
- Assigning a new email account or phone number if the perpetrator has been able to access the existing accounts;

- Creating a personalized safety plan in consultation with the local domestic or sexual violence program;
- Allowing the employee to work from an alternate workstation until further action is taken, if the employee works directly with the perpetrator; or
- If an Order of Protection is in place and has been violated (i.e., by perpetrator showing up at workplace of victim), requiring security to report the violation to law enforcement.

6.3.4 If the circumstances indicate a need for NYPA and Canal Corporation to take steps to increase safety for the victim, other employees, and the workplace, NYPA and Canal Corporation should follow their Workplace Violence Policy.

6.4 Accountability for Employees Who Perpetuate Acts of Domestic or Gender-Based Violence

NYPA and Canal Corporation will hold accountable any employee who is found to have engaged in behaviors including, but not limited to:

- Used state resources, including time, to commit an act of domestic or gender-based violence;
- Committed an act of domestic or gender-based violence from or at the workplace, or from any location conducting state business, except for locations where employees are telecommuting; or
- Used their job-related authority and/or state resources in order to negatively affect victims of domestic or gender-based violence and/or assisted perpetrators in locating a victim and/or in perpetrating an act of domestic or gender-based violence.

Acts of domestic or gender-based violence that occur outside of the workplace can subject a person to administrative and/or disciplinary action.

Employee who has committed any act of gender-based violence, including making threats or harassment at or from the workplace using any state resources such as work time, state-owned telephones or cell phones, email, or by any other means, the Supervisor, in conjunction with Human Resources and Labor Relations, shall take any and all steps necessary to hold the employee accountable through administrative and/or disciplinary action in accordance with existing collective bargaining agreements, applicable statutes and/or regulations. This should include referrals to Accountability Programs for Person who Cause Harm.

Actions may include, but are not limited to:

- Administrative leave;
- Cease and desist memo;
- Removing/modifying chain of supervision pending an official report;
- Relocation of employee alleged to abuse to another work site;
- Surrender of work cell phone, laptop, etc.;
- Revocation of permanent employment status (reverting to contingent or probationary status);
- Mandated participation in an Accountability Programs for Person who Cause Harm;
- Discipline up to and including termination.

NYPA and Canal Corporation shall determine if corrective action or disciplinary action is warranted, in accordance with existing collective bargaining agreements, relevant statutes, and regulation if NYPA and Canal Corporation has received verification that an employee is responsible for any gender-based violence-related offense, or is the respondent on any Order of Protection, including temporary, final, and/or out of state orders because of a gender-based violence related offense, and said employee has any job functions that include:

- the authority to take actions that directly impact victims of gender-based violence domestic violence; and/or
- actions which may protect perpetrators from appropriate consequences for their behavior.

Any employee who intentionally uses the authority of their employment and/or misuses any state resources in order to:

- negatively impact any victim of gender-based violence;
- assist a perpetrator in locating a victim;
- assist a perpetrator in perpetrating any act of gender-based violence; or

- protect a perpetrator from receiving appropriate consequences shall be subject to corrective or disciplinary action, in accordance with existing collective bargaining agreements; applicable statutes, and regulations.

Any employee who would like to report information about an alleged act of gender-based violence committed by an employee may do so by contacting the Director of Human Resources, the Anti-Discrimination Investigations Division at the NYS Office for Employee Relations (https://antidiscrimination.oer.ny.gov/) or the NYS Inspector General's Office by calling the toll-free hotline at 1-800-367-4448 where trained staff will discuss the specifics of your complaint.

6.5 Training

6.5.1 Domestic Violence Agency Liaisons (DVALs):

- DVALs shall complete a Gender-Based Violence and the Workplace training provided by OPDV.
- DVALs shall complete an initial one-day training provided by OPDV.
- DVALs shall attend quarterly meetings hosted by OPDV, which will provide ongoing training and technical assistance to them.
- Appropriate managers, supervisors, Employee Assistance Program staff, Human Resources personnel, union and labor representatives, and security staff may also attend the OPDV DVAL one-day or quarterly trainings.

6.5.2 Human Resources: All employees who are employed in Human Resources positions must participate in two annual trainings provided by OPDV:

- Gender-Based Violence and the Workplace training, and
- Gender-Based Violence Workplace Safety Planning training.

6.5.3 Supervisors: All employees who are supervisors must participate in an annual Gender-Based Violence and the Workplace training provided by OPDV.

6.5.4 All employees: NYPA and Canal Corporation shall require all employees to attend an annual Gender-Based Violence and the Workplace training provided by OPDV. OPDV will provide ongoing training opportunities and technical assistance about domestic and gender-based violence and its impact on the workplace to all agencies. Training will be offered to all employees on a regular basis. To request specific training from OPDV, please send an email to workplace@opdv.ny.gov.

6.6 Data Collection and Reporting to OPDV

Information regarding employees who are a victim of domestic or gender-based violence, as well as those who are disciplined for violating this Policy, shall be maintained by the DVALs and reported to OPDV by the Director of Human Resources on a bi-annual basis, and at any time, upon request from OPDV. Reporting to OPDV shall be done in aggregate form without any personally identifying information. Data from January through June will be due no later than July 30, and data from July through December will be due no later than January 30.

The following information shall be collected:

- All incidents of gender-based violence that take place at a workplace, or while the employee is on agency time, shall be documented to the best of the agency's ability, consistent with applicable law and agency policy, categorized by domestic violence and sexual violence;
- The general nature of the incidents that occurred in the workplace;
- The number of employees who report being a victim of current or past domestic violence;
- The number of employees who make contact with the liaison with concerns that a co-worker is experiencing domestic violence or gender-based violence;
- The number of employees who are referred for discipline as a result of violating this Policy (as defined by Violations Section below);
- The number of employees who contact the DVALs to request information on domestic violence services;
- The number of referrals made to domestic violence service providers, employee assistance programs (EAP), or other applicable services;

- The number of Orders of Protection that are reported to the agency.

7 VIOLATIONS

Any employee who would like to report any alleged violations of this Policy may do so by contacting OPDV, the Director of Employee Relations/human resources, or the NYS Inspector General's Office by calling the toll-free hotline at 1-800-367-4448 where trained staff will discuss the specifics of your complaint.

For complaints of workplace discrimination, an employee may contact the Anti-Discrimination Investigations Division at the NYS Office for Employee Relations (https://antidiscrimination.oer.ny.gov/). This includes complaints related to denials of reasonable accommodations.

8 REFERENCES

8.1 EP 3.5 Employee Assistance Program – PowerNet > Quick Links > Policies and Procedures > Employee Policies and Procedures

8.2 CP 1-8 NYPA's Workplace Violence Policy – PowerNet > Quick Links > Company Policies

8.3 CP 1-14 Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination - PowerNet > Quick Links > Company Policies

8.4 CP 1-7 Anti-Retaliation Policy – PowerNet > Quick Links > Company Policies

8.5 CP 1-11 Reasonable Accommodation of Disabilities, Pregnancies and Domestic Violence for Employees and Applicants Policy – PowerNet > Quick Links > Company Policies

8.6 Canals Workplace Violence Prevention Policy (CGP-2018-028)

8.7 Canals Illegal Discrimination in the Workplace (ADM-2018-001)

9 POLICY REVIEW AND REVISION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every 3 Years

10 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

NEW YORK STATE OF OPPORTUNITY. NY Power Authority

Company Policy Title:
Gender-Based Violence and the Workplace Policy

Company Policy Number:
CP 1-16

e-Signature Approval History

Role	Name	Title	Date	Result
President	Driscoll, Justin	President & CEO	07/30/2024	Approve
GeneralCounsel	Alesio, Lori	EVP & General Counsel	07/28/2024	Approve
Executive Owner	Saslow, Karina	SVP Human Resources	07/22/2024	Approve
Content Owner	Pollack, Rani	Director HR & Employee Relations	07/19/2024	Approve
BCG	matthew.french@nypa.gov	BCG Team Member	07/19/2024	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**Screening and Pre-Employment Bargaining Unit Positions at Operating Facilities**
Document Type:	Employee Policy
Document Number:	EP 1.4
Revision Date:	02/25/2025
Content Owner:	Firnstein, Eric

Note: Revision # should be listed in descending order starting with most recent version at the top.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
2/25/2025	9	• Retitled “Purpose”. • Retitled “Terms and Definitions”. • Retitled “Scope”. • Replaced “Facility HR Manager and/or Labor Relations Manager” with “Talent Acquisition”. • Added 5.1.8 related to conflicts of interest identified during the hiring process • Placement Exercise Series section updated to reflect current practices. • Removed language related to internal salaried employees applying for union posting. • Removed language related to former employee testing for a union vacancy. • 5.2.6 changed to 5.2.4 • Replaced “interviewer” with “Hiring Manager” • Replaced “on the employment interview form” with “in MOSAIC under ‘Status’”. • Added links to external documents	1 3 5 5.1.5 5.1.8 5.2.3 5.2.4 5.2.5 5.5.2 5.5.4 7.3, 7.4, 7.5	J. Eric Firnstein, Director of Labor
5/13/2016	8	• Removed section pertaining to physical filing of applicants by job classification.	5.1	Helene Raps-Beckerman Employee

		• Streamlined Processing Employment Applications section to reflect the current process. • Placement Exercise Series section updated to reflect current practices. • Employment Interview section updated to reflect current practices.	5.1 5.2 5.3	Development Manager

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE

This Policy provides a uniform system for the screening, processing, pre-employment selection, and hiring of external candidates to fill full-time or provisional bargaining unit positions at the Authority's operating facilities. All new hires for bargaining unit positions will be required to undergo a comprehensive background investigation.

This Policy is to be used in conjunction with the existing Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination Company Policy (CP 01-14), and Recruitment/Job Posting Employee Policy (EP 1.2).

2 APPLICABILITY

This Policy applies to managers in their screening and pre-employment of bargaining unit positions.

3 TERMS AND DEFINITIONS

placement exercise series: a set of individual written ability exercises (aptitude and job knowledge exercise) designed to measure cognitive traits relevant to a specific family of positions in NYPA (e.g., operating positions, maintenance positions, technical/design positions, clerical and administrative positions, etc.). Each series generally consists of five individual ability exercises.

skill exercise: an exercise (non-written) designed to measure a learned motor function (a skill) such as typing, keyboarding, data entry, word processing, operating equipment, or other activities acquired by training and practice.

4 RESPONSIBILITY

To ensure that the process for pre-employment selection for bargaining unit positions is administered uniformly throughout the organization, the Director of Labor, in conjunction with each site Facility Human Resources Manager and/or Facility Labor Relations Manager is responsible for overseeing and administering this Policy.

5 SCOPE

5.1 Application Process

5.1.1 All external applicants must apply for positions through the online applicant tracking system found on NYPA's website. Resumes cannot be considered in place of a completed online employment application.

5.1.2 Employment applications must be fully completed and electronically signed by the applicant.

5.1.3 Applicants may choose only one job posting per application. Applicants who wish to be considered in more than one category must complete an application for each position.

5.1.4 There are certain qualifications required by law or Authority policy that every applicant must meet before being considered for employment (noted below):

a. The applicant must be available to work the scheduled hours and days required by the Authority.
b. Certain jobs require specific skills, licenses, or other requirements. The job posting will reflect the necessary skills and qualifications for each position.
c. The applicant must satisfactorily complete all levels of the pre-employment selection process.
d. The required background investigation and/or medical evaluation must be successfully completed.

5.1.5 Upon submission of a completed online application form, including an authorization to conduct background investigations, Talent Acquisition will maintain a computer database to track the status of an application and to comply with the Authority's Records Retention Schedule. Attempts to contact applicants should be noted in their records. The original application date, not the day on which the application was updated, will be used for selecting from the active file unless the applicant has changed their occupational preferences.

5.1.6 Without exception, applicants may be disqualified at any stage of this employment process. Such disqualification is recorded in the applicant tracking system, along with an explanation for the disqualification.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.1.7 To begin the process of filling an open position, all resumes will be reviewed by the Facility HR Manager and/or Facility Labor Relations Manager. Candidates will be selected to continue in the employment process based on their qualifications, experience, skill, and abilities.

5.1.8 Any conflicts of interest identified during the hiring process must be reported to the Chief Ethics and Compliance Officer for review and resolution before proceeding further (see EP 1.2, Section 5.3).

5.2 Placement and Skill Exercises

5.2.1 Applicants will be evaluated based on the results of placement and/or Skill Exercises. Under no circumstances will an applicant be administered any type of Placement Exercise Series that is not part of an approved selection plan (unless it is mandated by a governmental or regulatory body).

5.2.2 Applicants who achieve a minimum passing score on each exercise that makes up the Placement Exercise Series are considered qualified. The Facility HR Manager and/or Facility Labor Relations Manager will prepare a summary of the results of the scores obtained from the Placement Exercise Series by qualified applicants. All other applicants are considered unqualified and will receive written notice that they will not continue in the employment process. Applicants who score “not qualified” will be entered into two separate databases, one maintained at the site where the test was administered and the other at the White Plains Office (WPO). Scores and test materials used by candidates who have successfully completed a particular Placement Exercise Series are kept, following the Records Retention Schedule.

5.2.3 Applicants are limited to three attempts per type of exercise. There shall be a minimum of a one-year interval before a Placement Exercise Series can be re-administered to an applicant who has previously scored “not qualified” on the required Placement Exercise Series. However, there shall be a minimum of a 30-day interval before a skills exercise (as defined in Section 3) can be re-administered to an applicant who has not achieved a qualifying score on their previous attempt.

5.2.4 In the event of a change to the Placement Exercise Series, the scores and test materials will be discarded, and the applicant will need to begin the testing process again.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA’s approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.3 Employment Interview

5.3.1 The Facility HR Manager and/or Facility Labor Relations Manager will conduct employment interviews for qualified candidates, following Section 5.2. Only applicants with fully completed applications, required qualifications, and qualifying scores on the placement exercises will receive an interview.

5.3.2 Any new or additional information obtained during the interview should be added by the applicant to the application.

5.3.3 Each candidate will be interviewed using the same set of predetermined interview questions. An Interview Evaluation Form must be completed for each applicant interviewed and should accurately reflect the quality of the interview. The decision made from the interview must be substantiated by the notes made during the interview. These notes are retained at the respective sites, by the Facility HR Manager and/or Labor Relations Manager and are reviewed with the Regional Manager. Applicants with an overall rating of “excellent” should be sent to the departmental interview first. If the department supervisor does not wish to hire any of the applicants with an “excellent” rating, applicants with a “more than satisfactory” rating may next be interviewed. Department supervisors need not interview every applicant who has been deemed qualified.

5.4 Departmental Interview

5.4.1 The Hiring Manager will conduct a departmental interview to determine if the applicant possesses the knowledge and/or skills required for the job and to familiarize the applicant with specific duties, requirements, the work environment, and to answer any questions the applicant may have regarding the position.

5.4.2 Only applicants who have received overall ratings of “more than satisfactory” or “excellent” should be interviewed by the department head or supervisor. There should be no exceptions to this method of selecting applicants for the departmental interview.

5.4.3 During the departmental interview, supervisors are responsible for evaluating the technical competence of the applicant by obtaining information relating to the applicant's possession of the levels of knowledge/skill required by the position (i.e., knowledge/skill the applicant must bring with them on their first day of employment) and completing a department interview report card for each applicant interviewed. Written comments on these evaluations must be made for all candidates interviewed.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.5 Selection Decision

5.5.1 The final selection decisions must be based on the whole person/total job concept. Only the most qualified applicant processed through the applicable stages of the employment process should be considered for final selection.

5.5.2 The Hiring Manager makes a recommendation to HR regarding an employment offer, signs the Interview Evaluation Form, and returns it and any other documentation to the Facility HR Manager and/or Labor Relations Manager.

5.5.3 When the Facility HR Manager and/or Labor Relations Manager extends an offer of employment, they shall notify the candidate that the offer of employment is conditioned upon the results of the background investigation and medical evaluation in accordance with Employee Background Investigation Policy, EP 1.10. The candidate will be asked to sign a separate Fair Credit Disclosure and Authorization to allow NYPA to perform such investigations and tests as the candidate successfully proceeds through the pre-employment testing and interview processes. Upon completion of a successful background investigation and medical evaluation, the Facility HR Manager and/or Labor Relations Manager or Hiring Manager must confirm the offer in writing.

5.5.4 Applicants who are interviewed, but not selected, will be informed in writing. The applicant must also be advised that the information will remain in our active file for one year and that the applicant may be contacted in the future. The specific reason(s) for disqualification must be recorded in MOSAIC under Status.

6 VIOLATIONS

N/A

7 REFERENCES

7.1 CP 1-14 Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination

PowerNet > Quick Links > Policies and Procedures > Company Polices

7.2 EP 1.2 Recruitment/Job Posting Employee Policy

PowerNet > Quick Links > Policies and Procedures > Employee Polices

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

7.3 **Fair Credit Reporting Act, U.S.C. 1681 et. Seq**

7.4 **NYS Correction Law Article 23-A**

7.5 **NYC Fair Chance Act**

7.6 **EP 1.10 Employee Background Investigation Policy**

PowerNet > Quick Links > Policies and Procedures > Employee Polices

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Business Unit Polices & Department Policies initially should be reviewed annually. Rescinding of documents is referenced in BS-IBC-01-005.

Revision Cycle: Every Other Year

9 ATTACHMENTS

N/A

NEW YORK STATE OF OPPORTUNITY. NY Power Authority

Employee Policy Title:
Screening and Pre-Employment Bargaining Unit Positions at Operating Facilities

Employee Policy Number:
EP 1.4

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	02/25/2025	Approve
Executive Owner	Nayyar, Pooja	Sr Dir Organizational &Talent Develop	02/25/2025	Approve
Content Owner	Firnstein, Eric	Director Labor Relations	02/21/2025	Approve

Title:	**Separation from Service**
Document Type:	Employee Policy
Document Number:	EP 1.6
Revision Date:	11/21/2023
Content Owner:	Pollack, Rani

Separation from Service

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
11/21/2023	7	Clarified notice period and HR Representatives Simplified language	3 5.1.1	Harsimran Kapoor, Lead Employee Relations Specialist
11/10/2021	6	Clarified the difference between company initiated and employee-initiated separations Removed procedural language surrounding company-initiated separations Explained process for separations due to restructuring, reorganization, reduction-in-force, or position elimination. Defined and explained job abandonment Deleted section related to union separations Explained details and expectations during notice period Removed detailed benefits information and instead referenced benefits policies and directed employees to the Benefits Department	3 5.1 5.2 3 & 5.4 5.3 5.3 5.3	Rani Pollack Director, HR & Employee Relations

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5/13/2016	5	Uploaded information to a new format. This policy had four (4) revisions under the old format. Updated- titles and minor verbiage Defined- two weeks' notice Clarified- the separation process Added: Employees are required to return any NYPA property in their possession on or before their last day of work.	N/A Multiple sections 3 5 5.3.2	Rani Pollack Director, HR & Employee Relations

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE AND SCOPE

This Policy provides direction for the recommendation, approval and processing of Company-initiated and Employee-initiated Separations.

2 APPLICABILITY

This Policy applies to all Management Authority employees. Bargaining-unit-represented union employees are not covered by this Policy.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Company-initiated separation – the basis for an involuntary separation of employment may include, but is not limited to: misconduct, poor performance, or an organizational restructuring, reorganization, reduction-in-force, or position elimination.

Employee-initiated separation – the basis for a voluntary separation may include, but is not limited to: resignation, retirement, or job abandonment.

Human Resources Representative – includes Employee Relations staff, HR Business Partner (HRBP)/HR Generalist or Site Human Resources Staff.

Job abandonment – when an employee is absent from work (generally for three consecutive working days or more) without authorization and has not given any prior notice, nor any indication that they will return to work.

Management – non-union employees

Two weeks' written notice – 10 business days beginning the day the manager receives written notification of resignation or retirement. Written notice includes e-mail communication.

4 RESPONSIBILITY

Responsibility for and oversight of this Policy resides with the approver unless otherwise noted herein.

5 POLICY IMPLEMENTATION

5.1 Company Initiated Separations – Separations due to Poor Performance or Misconduct

5.1.1 When a manager has determined that an employee should be terminated due to poor performance or misconduct, that manager shall contact Employee Relations, HR Business Partner (HRBP), or Site Human Resources (HR) to review the justification for the request to terminate. Employee Relations will further review the case, conduct due diligence, and obtain consensus with appropriate control partners, including but not limited to the HR and Labor Unit of the Law Department. Thereafter, Employee Relations, the manager and Legal will review the overall matter and ensure concurrence with the recommendation.

5.1.2 After the necessary approvals and documentation have been obtained, the supervisor and a Human Resources Representative will communicate the separation to the employee. The manager will inform the employee that their employment has been terminated, and the Human Resources Representative will provide information about the continuation of benefits and other documentation. If an employee is not informed in person, Human Resources will work with Management to notify the employee by other means such as phone, email, letter, or audio/video call.

5.1.3 If deemed appropriate, as determined by the unique facts and circumstances of the separation, the Authority may offer the employee the option to resign. The employee will be advised that by electing to resign, they are no longer eligible to appeal through the *Termination Dispute Resolution Policy* (see EP 4.3).

5.1.4 If a Management employee below the Vice President level (or below Grade 15A) has been terminated and wishes to appeal that decision, they may initiate the Termination Dispute Resolution process (see EP 4.3).

5.2 Separations Due to a Business Decision such as a Restructuring, Reorganization, Reduction in Force, or Position Elimination

5.2.1 Managers must consult with their Human Resources Representative when considering terminating an employee due to restructuring, reorganization, reduction in force, or position elimination. The Human Resources Representative will further review and conduct due diligence with appropriate control partners, including but not limited to the HR and Labor Unit of the Law Department.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.2.2 After Human Resources obtains the necessary approvals and documentation, the supervisor and the Human Resources Representative will communicate the separation to the employee. The manager will inform the employee that their employment has been terminated, and the Human Resources Representative will provide information about the continuation of benefits and other documentation.

5.2.3 Separations due to restructuring, reorganization, reduction in force, or position elimination may not be appealed through Termination Dispute Resolution (see EP 4.3).

5.2.4 Severance will be paid for separations under this section following the *Severance Policy* (see EP 1.7).

5.3 Employee Initiated Separations: Resignations and Retirements

5.3.1 Management employees must provide at least Two Weeks' Written Notice (to their manager and Human Resources) of their resignation prior to the effective date of their separation from service to be eligible for payment of unused accrued vacation time (see EP 3.12 *Time Away from Work*).

5.3.2 Once proper notification is received by Human Resources, an exit interview will be scheduled with the employee. Any NYPA property in the employee's possession must be returned on or before the last day of employment.

5.3.3 When an employee separates from NYPA for any reason other than a Company-initiated Separation, they are expected to serve out their notice period. Exceptions must be approved by the employee's manager. In certain circumstances, based on the merits of the situation, the Authority may request that an employee not serve out their notice period. In such instances, employees will be paid up to two weeks' pay in lieu of notice.

5.3.4 For information on sick and vacation time upon separation, see EP 3.12 *Management Time Away from Work*.

5.3.5 Employees should check with the Benefits Department to determine how separation from service may impact their individual benefits and timelines associated with filing for retirement.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.4 Employee Initiated Separations: Job Abandonment

5.4.1 Job Abandonment occurs when an employee does not report to work as scheduled (generally for at least three consecutive days) without authorization and has no intention of returning to the job but does not notify NYPA of their intention to separate.

5.4.2 After the necessary approvals and documentation have been obtained by Human Resources, the supervisor and a Human Resources Representative will communicate the separation to the employee. The manager will inform the employee that their employment has been terminated, and the Human Resources Representative will provide information about the continuation of benefits and other documentation.

5.4.3 Job Abandonment precludes payout of unused accrued vacation time.

5.4.4 Separations due to Job Abandonment may not be appealed through *Termination Dispute Resolution* (see EP 4.3).

6 VIOLATIONS

N/A

7 REFERENCES

7.1 EP 3.1 Management Employee Categories and Eligibility for Benefits

PowerNet – Quick Links > Employee Policies > EP 3.1

7.2 EP 4.3 Termination Dispute Resolution

PowerNet – Quick Links > Employee Policies > EP 4.3

7.3 EP 1.7 Severance Policy

PowerNet – Quick Links Employee Policies > EP 1.7

7.4 EP 3.12 Management Time Away from Work

PowerNet – Quick Links > Employee Policies > EP 3.12

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

e-Signature Approval History

Role	Name	Title	Date	Result
Additional Approver	French, Matthew	Senior Policies & Procedures Analyst	11/21/2023	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Employee Policy Title:
Transfer or Re-Employment in Public Service

Title:	**Transfer or Re-Employment in Public Service**
Document Type:	Employee Policy
Document Number:	EP 1.9
Revision Date:	01/27/2025
Content Owner:	D'Alessandro, Adele

Transfer or Re-Employment in Public Service

Note: Revision # should be listed in descending order starting with most recent version at the top.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
1/27/2025	11	Updated language regarding Canals employees to NYPA Update definition of NYS Service added definition of Eligible Direct Transfer Added & Updated references	2.3 3 7	Adele D'Alessandro Manager, Benefits
7/13/2022	10	Removed Canal / NYPA 3 year rehire requirement. Removed benefit enrollment eligibility from table as waiting period no longer in place. Clarified Canal Direct Transfer requirements for NYPA Retiree benefits	2.5 5.1 5.1	Brenda Verdesi, Manager, Benefits
4/24/2020	9	Add Definition of Eligible Service Clarify transfer of Vacation/Sick Accruals and add Benefit Enrollment Eligibility Retitle from Transition to Direct Transfer Application and modify ability to apply for change in service date to any time Changed revision cycle to every other year	3 5.1 5.2 8	Brenda Verdesi, Manager, Benefits
4/24/2019	8	Add service credit provision for NYPA employees that separate and are immediately hired by the Canal Corporation.	Various	Brenda Verdesi, Manager, Benefits

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5/4/2016	7	Change wording of Salaried to Management Contingent workers are not eligible. Eliminated reference to retirees with 211 or 212	Various 2.2 5.0	Brenda Verdesi, Manager, Benefits
10/27/2015	6	Correction to Direct Transfer Retiree Benefits total years of eligible service	5.1	Karina Saslow Director, Total Compensation & HRIS
10/19/2015	5	Converting to new format. There were 4 prior revisions of this policy. Clarification of eligibility and new service requirements for retiree benefits. Addition of application.	N/A 2, 3, 5, 9	Brenda Verdesi Manager, Benefits

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE

This Policy provides guidelines pertaining to the potential transfer of vacation and sick leave accruals and retention of hire date for employees reemployed by the New York Power Authority (NYPA) or who directly transfer from New York State service, as defined below.

2 APPLICABILITY

This Policy applies to the following.

2.1 Eligible persons include any permanent or provisional, full-time or part-time management employees, as defined in EP 3.1. This Policy *does not apply* to temporary employees, including returning retirees, as defined in EP 3.1.

2.2 Contingent workers whose compensation is paid directly by a third party, who are not paid directly through NYPA's payroll system, or individuals who are classified by NYPA as consultants and/or independent contractors, are not eligible for or entitled to participate in or receive benefits under any benefit plan, policy, or practice offered by NYPA, its affiliates, subsidiaries, or successors.

Direct transfers: Employees who directly transfer from other eligible New York State Service within one year of their termination from such service and participated in the New York State Local Retirement System or Voluntary Defined Contribution (VDC) plan into an eligible status in 2.1.

2.3 Rehires: Former NYPA employees who are re-employed by the Authority into an eligible status in 2.1.

Employees who are hired by the Canal Corporation within a year of their separation from NYPA, and then are subsequently rehired by NYPA within a year of their separation from the Canal Corporation would be considered direct transfers.

2.4 New York State and Local Retirement System or the Voluntary Defined Contribution Plan service credit transfer, purchasing of prior service, military service credit, tier reinstatement are governed by the respective State plan terms and conditions.

3 TERMS AND DEFINITIONS

eligible direct transfer – Employee who transfers directly from another eligible New York state agency or authority and meets the eligibility requirements outlined within this policy.

eligible service – Prior New York State or NYPA employment service that may impact an eligible employee's date of hire and vacation and sick leave accruals.

management – Non-bargaining unit NYPA employees.

New York State (NYS) Service – Includes Executive, Legislative, or Judicial branches, a Civil Division thereof participating in NY State and Local Retirement System (NYSLRS) or NY City Employees' Retirement System (NYCERS), or their VDC equivalent.

civil division – For the purpose of administering this Policy, a civil division shall be a city, county, town, or village that participates in the New York State and Local Retirement Systems.

A civil division *shall not include* school districts NY State Teachers' Retirement System (NYSTRS), Boards of Cooperative Educational Services (BOCES), Police (NYCPPF), or NY State Police & Fire (PFRS)>.

4 RESPONSIBILITY

The Manager of Benefits maintains this document and keeps it current.

5 SCOPE

5.1 Rehires/Direct Transfers

Vacation and sick leave accruals, service credit and retiree benefit eligibility will apply as stated in the following table:

Service Credit / Employee Type	Rehired (less than one year)	Rehired (greater than one year)	Direct Transfer within one year	Direct Transfer from Canal Corporation
Date of Hire	Retain original NYPA hire date	Reset to NYPA rehire date	Retain previous employer hire date	Retain most recent NYPA hire/rehire date if directly rehired (see section 2.5 above)
Vacation/Sick Leave/Service Awards	Credit for prior NYPA service. Reinstate unpaid sick/vacation accruals.	No credit for prior NYPA service	Credit for previous employer service. Transfer unpaid sick/vacation accruals.	Credit for prior NYPA service and Canal service between NYPA service dates. Transfer unpaid sick/vacation accruals.

Service Credit / Employee Type	Rehired (less than one year)	Rehired (greater than one year)	Direct Transfer within one year	Direct Transfer from Canal Corporation
Service Requirement for Retiree Benefits (Hired/rehired prior to January 1, 2016)	10 years of NYPA service	10 years of NYPA service; at least five must be since rehire date	10 years of eligible service; at least three must be with NYPA	10 years of eligible service, at least three must be with NYPA; must retire directly from NYPA with a minimum of one year of NYPA service immediately preceding retirement date
Service Requirement for Retiree Benefits (Hired/rehired on/after January 1, 2016)	15 years of NYPA service; at least one year must be since rehire date	15 years of NYPA service; at least five must be since rehire date	15 years of eligible service; at least five must be with NYPA	15 years of eligible service; at least five must be with NYPA; must retire directly from NYPA with a minimum of one year of NYPA service immediately preceding retirement date

5.2 Direct Transfer Application

5.2.1 Eligible Direct Transfer employees have six months from their date of hire with the Authority to submit a Prior Service Request & Leave Accrual Form (located on the PowerNet under Human Resources/Benefits/Management/Benefits Forms) to Corporate Benefits in WPO, to have unpaid vacation and sick accruals transferred.

5.2.2 Eligible Direct Transfer employees, at any time, may submit a Prior Service Request Form (located on the PowerNet under Human Resources > Benefits > Management > Benefits Forms) to Corporate Benefits in WPO and apply for an adjustment in their date of employment providing credit to their vacation accruals going forward.

5.2.3 Adjustment of benefits shall be made when applications are approved by the designated Benefits Department representative.

6 VIOLATIONS

N/A

7 REFERENCES

7.1 EP 3.1 Management Employee Categories and Eligibility for Benefits

PowerNet > Quick Links > Policies and Procedures > Employee Policies and Procedures > EP 3.1

7.2 NY State Police & Fire

More About This Retirement Plan | Office of the New York State Comptroller

7.3 NYCERS reference

https://www.nycers.org/

7.4 OSC Guide to Financial Operations, Chapter XVI, Section 3.F

https://www.osc.state.ny.us/agencies/guide/MyWebHelp/Default.htm

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Employee Policy Title:
Transfer or Re-Employment in Public Service

Employee Policy Number:
EP 1.9

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	01/27/2025	Approve
Executive Owner	Jack, Valerie	Director Total Rewards	01/23/2025	Approve
Content Owner	D'Alessandro, Adele	Manager Benefits	01/21/2025	Approve
BCG	matthew.french@nypa.gov	BCG Team Member	01/21/2025	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**Foreign National Sponsorship Policy**
Document Type:	Employee Policy
Document Number:	EP 1.13
Revision Date:	12/21/2023
Content Owner:	Deegan, Michael

Foreign National Sponsorship Policy

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date(For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
12/21/2023	0	Original Issue	N/A	Michael Deegan, Principal Attorney I

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Contents

1 Purpose and scope 3
2 Applicability 3
3 Initialisms (Acronyms) and Definitions 3
4 Responsibility 4
5 Policy implementation 5
5.1 IMMIGRATION STATUSES, VISAS, AUTHORIZATIONS & DISCLAIMERS 5
5.2 LEGAL SERVICES AND FEES 6
5.3 DEPENDENT FAMILY MEMBERS 7
5.4 PREMIUM PROCESSING FEES 7
5.5 EXPEDITING EMPLOYMENT AUTHORIZATION DOCUMENTS 8
5.6 ELIGIBILITY FOR PERMANENT RESIDENCY SPONSORSHIP 8
5.7 MARRIAGE-BASED PERMANENT RESIDENCY 9
5.8 DOCUMENT ACCESS POLICY 10
6 Violations 10
7 References 10
8 Policy Review and Expiration 10
9 Attachments 11

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE AND SCOPE

The New York Power Authority ("Authority") seeks to hire the most qualified applicants for positions available within the organization. If the best person for a particular position is a Foreign National who requires sponsorship for temporary ("nonimmigrant") or permanent ("immigrant") work authorization, the Authority will sponsor a qualified candidate for a nonimmigrant visa, an immigrant visa, or both.

This Policy defines the various categories of Foreign National petitions and the policies relevant to Foreign Nationals employed by the Authority. The overarching principles of the Policy are to ensure that Foreign Nationals employed by the Authority have and maintain a work status in compliance with immigration laws and regulations, and to outline a pathway to permanent residence status for superior performing Foreign National employees.

2 APPLICABILITY

This Policy applies to Foreign National Candidates and Foreign National employees of the Authority. This Policy does not apply to Collective Bargaining Units or Authority employees represented by Collective Bargaining Units. The effective date for this Policy is the original issue date.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Advance Parole – A document permitting entry to the U.S. after international travel while a Foreign National is awaiting permanent residency. It can be a separate document, maintained with a passport, or the advance parole rights can be built into an Employment Authorization Document ("EAD").

Cost Center – A type of budget code representing a department (or other business unit) within the Authority where costs may be charged for accounting purposes.

Dependent Family Members – A spouse, child, or other person with an authorized dependent status to a Foreign National employee per then-existing laws or regulations of the federal government.

Foreign National – Generally, any person residing in the United States who is not a U.S. citizen or lawfully admitted as a Permanent Resident.

Foreign National Candidate – Any Foreign National, not employed by the Authority, who is a candidate for a Posted Position.

Human Resources – The department that enables staffing, recruiting, training, and organizational effectiveness for the Authority.

HRBP – Human Resources Business Partner.

I-140 Petition or Form – The USCIS form used by the Authority to sponsor a Foreign National to work in the U.S. on a permanent basis.

Immigration Specialist – An attorney within Legal Affairs at the Authority responsible for overseeing immigration law issues. The Immigration Specialist does not have or maintain an attorney-client relationship with the Foreign National Candidate or Foreign National employee, but instead works for the best interest of the Authority.

Naturalization – The process by which U.S. citizenship is granted to a lawful Permanent Resident.

Nonimmigrant Visa – Nonimmigrant visas are issued to Foreign Nationals seeking to enter the U.S. temporarily for tourism, business, medical treatment, and certain types of temporary work.

Outside Counsel – A law firm or attorney retained by the Authority to conduct legal services for the Authority and the Foreign National Candidate or Foreign National employee. Outside Counsel represents the interests of the Foreign National employee or Candidate and the Authority in a dual representation capacity. Immigration Specialists manage the retained outside counsel program. Legal Affairs selects and retains Outside Counsel and negotiates fixed fees and hourly rates.

Permanent Residency – The process to become a Permanent Resident, which is usually started by the Authority's sponsorship of a Foreign National employee.

Permanent Resident – A non-citizen authorized to live permanently within the United States with many of the same benefits as a U.S. citizen, also known as a "Green Card" holder.

Posted Position – Posted Positions are advertised job vacancies at the Authority.

Premium Processing – Premium Processing is an additional USCIS fee to expedite the adjudication of certain forms, generally within 15 calendar days.

Recruiters – Authority employees or contract agents of the Authority who seek to fill Posted Positions.

U.S. – United States.

USCIS – United States Citizenship and Immigration Services.

4 RESPONSIBILITY

The Director of Talent Acquisition or the person acting in such capacity is responsible for this Policy in consultation with Legal Affairs.

5 POLICY IMPLEMENTATION

5.1 IMMIGRATION STATUSES, VISAS, AUTHORIZATIONS & DISCLAIMERS

5.1.1 Generally, all visas at the Authority are for highly skilled professionals seeking temporary entry into the U.S. for professional purposes. Visas in this category are facilitated by Outside Counsel, in consultation with an Immigration Specialist, Recruiter and/or HRBP. Once the Authority elects to employ a Foreign National, it must determine what visa category is the most appropriate for the position and the intentions of the individual. This determination is based on such practical considerations as the position; the length of the proposed employment; how quickly the person is needed; the current immigration status of the individual if already in the United States; and the Foreign National's country of citizenship.

5.1.2 The most common statuses used at the Authority are:

Asylum or Refugee: Those granted asylum or have refugee status are authorized employment in the U.S.

Employment Authorization Document ("EAD"): An EAD is a document issued by USCIS that provides temporary employment authorization to noncitizens living in the United States. This document is also known as a "work permit."

F-1 (Curricular Practical Training – "CPT"): An F-1 CPT is a temporary work authorization for Foreign National students issued by the universities they attend.

F-1 (Optional Practical Training – "OPT"): An F-1 OPT is a one-year, temporary work authorization for students who have completed their degree(s).

H-1B (Specialty Occupations): An H-1B visa is for certain specialty occupations. The H-1B visa allows beneficiaries to work for three years and for an extension for up to six years in total. To work beyond the six years, the Foreign National employee must have a pending Labor Certification filed with the U.S. Department of Labor for one year or more or an approved I-140 Petition in a backlogged immigrant visa category.

J-1 (Exchange Visitor): The Authority will occasionally act as a host for interns, trainees, specialists, or short-term scholars in an approved J-1 program.

Marriage-based: Individuals with pending marriage-based permanent residence cases are entitled to Employment Authorization Documents and Advance Parole.

O-1 (Extraordinary Ability): The O-1 visa is for individuals with extraordinary abilities in the sciences, education, or business. The beneficiaries can work for three years and be extended indefinitely in one-year (but sometimes three-year) increments.

TN (Trade North American Free Trade Agreement): Canadian and Mexican citizens may be eligible for TN applications**.** This status allows the Authority to employ Canadian and Mexican Foreign Nationals for three years, extendable indefinitely. While the Authority is not technically the petitioner in the TN context, its consent is required in the form of a

support letter. Canadian citizens apply for TN admission at the U.S. border (i.e., Port of Entry) or filing electronically, while Mexican citizens must apply for TN visas at a U.S. consulate or embassy in Mexico.

5.1.3 The Authority's agreement or willingness to sponsor any Foreign National for a Nonimmigrant visa classification or Permanent Residency is not a contract of employment and does not supersede any of the Authority's policies relating to employment. Moreover, any statements made by the Authority in support of any immigration-related application or petition, shall not supersede, be included in, or be considered part of any employment-related evaluation.

5.1.4 The issuance of a visa by the U.S. Department of State, the grant of status or other authorization by USCIS, or certification by the U.S. Department of Labor is at the sole discretion of the federal entity and there is no guarantee that a visa, status, authorization, or certification will be obtained.

5.1.5 The Authority reserves full discretion to initiate or terminate the sponsorship of a Foreign National employee.

5.2 LEGAL SERVICES AND FEES

5.2.1 Except as otherwise indicated in this Policy, the Authority will pay the legal services by Outside Counsel and filing fees through central funds budgeted by Legal Affairs for Foreign National employees and their Dependent Family Members. These fees and costs will be charged back to the Cost Center for the department or business unit of the Foreign National Candidate or employee.

5.2.2 The Foreign National employee is responsible for the following costs associated with employment-based sponsorship: medical exams; fingerprints; photographs; travel expenses; and other biometrics unless otherwise indicated. In addition, fees and costs to renew a Green Card, file for Naturalization, or for Advance Parole, when the travel is unrelated to business travel, are borne by the Foreign National employee.

5.2.3 The Authority will not pay for or reimburse the legal fees of any attorney or firm that was retained by a Foreign National employee (e.g., a marriage-based Green Card).

5.2.4 Foreign National Candidates or employees may not retain their own attorney or firm to seek a Nonimmigrant visa (e.g., H-1B, TN, O-1, etc.) unless otherwise indicated in this Policy.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.3 DEPENDENT FAMILY MEMBERS

5.3.1 The Authority will pay the reasonable and customary fees and expenses for Dependent Family Members for applicable dependent statuses to reside in the U.S. with the respective Foreign National employee under the appropriate visa (e.g., F-2, H-4, J-2, etc.).

5.3.2 The Authority will pay the initial fees and costs (i.e., administrative, filing, and legal fees) associated with obtaining a work permit or an EAD for Dependent Family Members the Authority does not employ. The Foreign National employee will pay the subsequent fees and costs to extend the work permit or EAD for their Dependent Family Member past its initial term.

5.4 PREMIUM PROCESSING FEES

5.4.1 USCIS expedites petitions filed under Premium Processing, which are usually adjudicated within 15 days of receipt by USCIS. The current filing fee for this service is over and above the standard filing fees. USCIS posts the current Premium Processing fee amount on its website: www.uscis.gov.

5.4.2 In cases where Premium Processing is essential or desirable to expedite a petition for business reasons, the Authority may expedite the application for an additional fee and pay for those costs and expenses. The Immigration Specialist, in consultation with the Recruiter, HRBP or Outside Counsel, will decide whether filing via Premium Processing will be made, considering the standard processing times for the petition sought.

5.4.3 In some instances, such as an H-1B visa renewal or non-business travel outside the U.S., where the Foreign National employee desires Premium Processing for personal reasons, the employee may choose to expedite the application at their own expense.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.5 EXPEDITING EMPLOYMENT AUTHORIZATION DOCUMENTS

5.5.1 Foreign National employees sometimes have two means of employment authorization, a nonimmigrant status (such as H-1B) and an Employment Authorization Document ("EAD" or "work permit"). Often, it is advantageous for the Authority to have an employee obtain the EAD as early as possible. Still, the Nonimmigrant Visa often provides a sufficient length of employment authorization and freedom of intra-office position change(s).

5.5.2 Therefore, the Authority may not have a business need to expedite an EAD when the employee is authorized to work in the U.S. under their current visa. In those circumstances, the Foreign National employee, on their own and without the services of Outside Counsel, may make an EAD expedited request from USCIS. Outside Counsel does not perform expedited requests but is available to clarify the often-changing grounds for Foreign National employees.

5.6 ELIGIBILITY FOR PERMANENT RESIDENCY SPONSORSHIP

5.6.1 The Authority may sponsor Foreign National employees for Permanent Residency (i.e., a Green Card) when doing so is in the Authority's best interests. Sponsorship for Permanent Residency requires a significant commitment of Authority resources and expenses. It is neither an automatic benefit nor an entitlement and does not guarantee lifetime employment.

5.6.2 To be considered for Permanent Resident sponsorship, a Foreign National employee must:

(a) Work as an employee for the Authority for at least two years (retroactive to all Foreign National hires made in the two years before the issuance of this Policy). If the Foreign National employee separates from the Authority for a year or more, the two years are measured from the date of rehire;

(b) Have positive performance reviews;

(c) Not have any current disciplinary action and/or a pending performance improvement memorandum; and

(d) Have potential for increased responsibility with the Authority.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.6.3 An exception to the two-year rule requires written approval from the Head of Human Resources after consultation with the Immigration Specialist. Exceptions may be granted in certain situations, including but not limited to situations where strict adherence to the rule may result in the loss of a temporary work authorization or other extraordinary circumstances. Requests for an exception to the two-year rule must originate from the Foreign National employee's direct supervisor with the concurrence of the respective head of the business unit.

5.6.4 The Authority makes a substantial investment for those Foreign National employees selected for sponsorship for Permanent Residency. Specifically, the Authority will bear the entire cost of the labor certification process as required by law, including attorney fees, advertising costs, and the filing fees associated with the I-140 Immigrant Visa Petition and the I-485, Application to Adjust to Permanent Resident Status. Likewise, the Authority will pay for the legal and filing fees for Dependent Family Members to obtain Permanent Residence.

5.6.5 Before the initiation of the Permanent Residency petition for a Foreign National employee, the employee will acknowledge that they may be liable to repay the Authority the total cost of the employer's portion of the Green Card process (except for the labor certification process, which is an employer expense), including attorney's fees, filing fees, and any ancillary costs. Such repayment applies to Foreign National employees selected for Permanent Residency sponsorship after the issuance of this Policy, and who voluntarily resign from their job with the Authority, or their employment is terminated by the Authority for cause. Repayment amounts are graduated based on where the Foreign National employee is in the Permanent Residency process as outlined in the Foreign National Sponsorship Procedures EP-Pro-1.13.

5.6.6 Recruiters are not authorized to represent to Foreign National Candidates that the Authority will seek Permanent Resident status prior to the two-year rule indicated above but will educate the Foreign National Candidate as to the provisions of this Policy. Likewise, the Authority is not bound by such a representation and is under no obligation to deviate from the two-year rule.

5.7 MARRIAGE-BASED PERMANENT RESIDENCY

A Foreign National employee who marries a U.S. citizen or Permanent Resident can apply for Permanent Resident status (i.e., a Green Card). As this petition is not employment-based, the Authority will not pay the legal fees and costs associated with marriage-based Permanent Resident application and ancillary matters (e.g., Advance Parole or attorney representation at the USCIS interview).

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.8 DOCUMENT ACCESS POLICY

The Authority will provide a current or former employee with their related immigration documents per current law and regulations and upon request to the Immigration Specialist. Immigration document retention is per the Authority's Records Retention Policy (ITP-IRC 01) and applicable law and regulation, including record retention relating to Public Access Files as mandated in 20 Code of Federal Regulations part 655, Subpart H.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination. Violations of this Policy by contractors and other authorized third parties may result in the revocation of such party's access to NYPA's premises and/or electronic access to its systems, and the termination of such party's contract for services. In addition, where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state, or local laws.

7 REFERENCES

The Immigration and Nationality Act - https://www.uscis.gov/laws-and-policy/legislation/immigration-and-nationality-act

The Immigration Reform and Control Act of 1986 - https://www.govinfo.gov/content/pkg/COMPS-10559/pdf/COMPS-10559.pdf

Code of Federal Regulations, Titles 8, 20, and 22 - https://www.uscis.gov/laws-and-policy/regulations

NYPA Foreign National Sponsorship Procedures EP-Pro-1.13 - PowerNet > Quicklinks > Policies & Procedures > Employee Policies and Procedures

NYPA Benefits Policies - - PowerNet > Quicklinks > Policies & Procedures > Employee Policies and Procedures

NYPA Records Management (CP 2-11) - - PowerNet > Quicklinks > Policies & Procedures > Company Policies

NYPA Separation from Service Policy (EP 1.6) - - PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision Cycle: Every Other Year

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Employee Policy Title:
Foreign National Sponsorship Policy

Employee Policy Number:
EP 1.13

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	Interim VP Human Resources	12/21/2023	Approve
Executive Owner	Deegan, Michael	Principal Attorney I	12/18/2023	Approve
Content Owner	Deegan, Michael	Principal Attorney I	12/18/2023	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**Management Non-Exempt and Facility-Based Exempt Overtime**
Document Type:	Employee Policy
Document Number:	EP 2.4
Revision Date:	12/12/2024
Content Owner:	Dominguez, Ana

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section(S)	Author
6/18/2024	17	Clarification of travel time for exempt employees. Expanded first line supervisor definition	5.5.6 2.2.1	Ana Dominguez, Lead Compensation Specialist
12/12/2024	16	Update of exempt roles with 24/7 shift and sentence rephrasing Moved first line supervisor definition from 5.2.2 Update of roles in exempt overtime ½ times regular pay	2.2.C 2.2 a 5.2.2	Nalini Kumaran, Sr. Compensation Specialist
5/18/2020	15	Expanded definition of First Line Supervisor	5.2.2	Kristen Coyne, Director Total Rewards
8/6/2019	14	Addition of Eligibility for Management Exempt under an MOU or Mutual Aid Agreement Definition of overtime	2.2 f	Robyn McDonnell, Sr. Compensation Specialist
8/6/2019	13	Update to titles Clarification of non-exempt travel time review Reference to Management Exempt Emergency/Crisis Response Compensation policy	2.2c, Section 4 5.1.4 5.2.5	Robyn McDonnell, Sr. Compensation Specialist

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

1/15/2019	12	Updated document to the new format. This policy had 11 prior revisions under the old format. Replaced "Salaried" with "Management" Clarification of Exempt Eligibility, inclusion of Customer Load Forecasting Removed section pertaining to Exempt Employees temporarily assigned to a Facility Addition of FLSA	N/A Throughout 2.2 5.2.6 & 5.3.2 6	Robyn McDonnell, Sr. Compensation Specialist

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE

Eligible Overtime is scheduled, authorized and approved time worked in excess of the normal Workweek, under predetermined conditions related to specific Authority or facility requirements, priorities, special projects, or to maintain safe operating conditions.

This Policy provides for the authorization and payment of Overtime to eligible Authority employees (see Section 2, Applicability). It permits the Authority to:

a. Comply with the Fair Labor Standards Act (FLSA);

b. Provide additional compensation to certain FLSA exempt eligible positions for ensuring the safe and efficient generation and transmission of electricity during specified Overtime events;

c. Provide some relief for pay compression between bargaining unit employees and first line supervisors; and

d. Manage Overtime costs.

2 APPLICABILITY

2.1 Non-Exempt Eligible Employees

All Management Non-Exempt Employees are eligible for Non-Exempt Overtime as required by the wage and hour laws of the Fair Labor Standards Act, as enforced by the U.S. Department of Labor.

2.2 Exempt Eligible Employees

2.2.1 First line supervisors

Management Exempt Employees in (or temporarily acting in) a first line supervisor role providing mandatory, supervisory direction and oversight of collective bargaining unit employees, or contractors performing work associated with maintenance or capital improvements, to ensure accountability of work quality and safety compliance.

Managers temporarily acting in place of the first line supervisor (covering vacation, leaves, etc.) are eligible if directly supervising collective bargaining employees. Managing non-collective bargaining employees would not meet eligibility for exempt Overtime.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

2.2.2 Facility-based, Management Exempt Individual Contributor employees in grades up through 09 (I/U/X) may be eligible for exempt Overtime compensation.

2.2.3 Management Exempt Individual Contributor employees working as Real Time Energy Market Traders on a 24/7 shift, Fuel Buyers/Gas Schedulers supporting the generation resources traders, transmission system operators working at the Energy Control Center (ECC), and Market Forecasting Services (MFS) Analysts supporting the New York Independent System Operator (NYISO) energy bidding process and customer energy demands, may be eligible for exempt Overtime compensation despite location or grade.

2.2.4 Headquarters Management Exempt Employees physically working at a facility as part of a specified temporary work project, and who are in grades up through 09 (I/U/X) may be eligible for exempt Overtime compensation.

2.2.5 Management Exempt Employees in grades 10 (I/U) and above are not eligible for Overtime compensation under any circumstances other than First Line Supervisors as noted in 2.2.1, and the Fuel Buyer/Gas Scheduling positions, Generation Resources Traders, System Operators at the ECC, and the MFS Analysts as noted in 2.2.2.

2.2.6 Management Exempt Employees, despite grade or location, assigned to work as part of a special assignment to meet the terms of a Memorandum of Understanding and/or Mutual Aid Agreement may be eligible for exempt Overtime compensation.

3 TERMS AND DEFINITIONS

ECC – Energy Control Center

e-week – a week during a rotating 12-hour shift schedule that permits a 32-hour week (four eight-hour days) to balance out the rotation

exempt employee – one whose job duties meet the established tests for exemption under certain wage and hour laws of the Fair Labor Standards Act, as enforced by the U.S. Department of Labor. Exempt employees receive pay on a salary basis and are not eligible for FLSA overtime compensation.

facility-based – employees whose location of record in SAP is not White Plains or Albany

headquarters – employees whose location of record in SAP is White Plains or Albany

individual contributor – employees who do not have defined supervisory or managerial responsibility for other NYPA employees

management – all non-bargaining unit NYPA employees

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

MFS – Market Forecasting Services

non-exempt employee – one whose job duties do not meet the established tests for exemption under certain wage and hour laws of the Fair Labor Standards Act, as enforced by the U.S. Department of Labor and may be eligible for FLSA overtime compensation

NYISO – New York Independent System Operator

O&M – Operations and Maintenance

overtime – time worked beyond the employee's normally scheduled shift.

workweek – Sunday through Saturday

4 RESPONSIBILITY

The Content Owner and Executive Owner maintain this Policy according to the revision cycle noted on page 1.

5 SCOPE

5.1 A business unit head or regional manager, or their designee will establish the event (Section 1) for which overtime will be paid and will be accountable for the direction, authorization and administration of overtime as covered by this Policy.

5.2 The controller, or designee, will provide periodic reports of overtime paid including year-to-date totals, to the business unit head or regional manager. The business unit head or regional manager, or their designee will reconcile these reports against authorizations required by this Policy and promptly notify the controller or designee in writing of any discrepancies that require correction.

5.3 The business unit head is responsible for the prudent use of overtime within the parameters established by the approved O&M Budget.

5.4 Non-Exempt Overtime

5.4.1 On those occasions when it is necessary for Non-Exempt Employees to work in excess of their basic Workweek (see Attendance and Flexible Hours Policy [EP: 4.6)]), all additional time worked must be directed and authorized in advance in accordance with Section 1 of this Policy.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.4.2 Notwithstanding Section 5.4.1 requirements; under the Fair Labor Standards Act, all Non-Exempt Employees who work in excess of their basic Workweek must record and be paid for all time worked.

5.4.3 The rate of pay for Non-Exempt Employees is as follows:

a) Straight time for up to 40 hours in a Workweek.

b) 1½ times the straight time equivalent hourly rate of the annualized salary for those hours worked beyond 40 hours in a Workweek. Payment for time worked on a scheduled holiday will be paid at 1½ times the equivalent hourly rate as defined by FLSA.

5.4.4 Generally, time spent traveling on company business will not be counted as hours worked for overtime computation purposes. However, each situation is unique and should be confirmed with the Compensation group.

5.4.5 For Non-Exempt Employees, work time spent as a required or assigned participant in any training program, lecture, meeting or workshop, will be paid at the applicable rate of pay (see Section 5.4.3) for that time period. Additional detail on Non-Exempt Overtime reporting is available on the PowerNet under Human Resources – Compensation.

5.5 <u>Exempt Overtime</u>

5.5.1 Time worked in excess of the scheduled Workweek at an Exempt employee's discretion will not be compensated. For eligible Management Exempt employees, all paid overtime must be approved in advance pursuant to Sections 1.2 and 5.3.

a. For Exempt Employees on 12-hour shifts, overtime is any time outside the regularly scheduled shift, regardless of the number of hours in the shift. If the scheduled rotation results in greater than 40 hours per week over the course of the year (e.g., three-day-on / three-day-off continuous rotation), then the additional hours over the regular 2,080 hours will be built in overtime.

b. With management’s approval, trading of hours with another employee should result in an equal number of hours and the new hours become part of the regular schedule. For schedule rotations that include an E-week of four eight-hour shifts, the employee’s schedule can be modified to backfill for shifts as needed, and all hours greater than 32 for the week would be paid as overtime.

5.5.2 For eligible Management Exempt Employees in, or temporarily acting in a First Line Supervisor role, approved overtime will be paid at 1½ times the hourly equivalent of the Exempt Employee's salary for hours of actual supervision. Similarly, Transmission System Operators and Real Time Energy Traders approved overtime will be paid at 1½ times the hourly equivalent of their exempt salary for hours performing their primary duty. For all others, any other overtime hours, if approved, will be paid at a straight time rate.

5.5.3 Eligible Individual Contributor employees may be paid for all hours worked, pursuant to Section 1. Approved overtime will be paid at the straight time hourly equivalent of the Exempt Employee's salary.

5.5.4 Exempt Employees who are pre-approved to work during a scheduled holiday will be paid at 1½ times the hourly rate for first line supervisors (as defined in 2.2.1), and 1 time the hourly rate for non-supervisory employees for actual hours worked in addition to their normal straight time pay for the holiday.

5.5.5 Exempt Management Employees who are called to respond to an emergency/crisis situation should refer to EP 2.5, Management Exempt Emergency/Crisis Response Compensation (see Section 7, References).

5.5.6 Exempt employees are not eligible for additional pay for time spent traveling on company business.

5.6 Approval and Time Records

5.6.1 For eligible Management Exempt Employees, an overtime approval form must be completed stating, at a minimum, the employee's name, period of time for which the overtime has been directed, requested and approved, a brief description of the task, and the employee's basic Workweek hours. Each operating facility may have a standard overtime approval form. These must be reviewed and approved (signed) by a business unit head and/or regional manager, or designee, as appropriate. These records are retained by the applicable department or facility.

5.6.2 Payment for authorized overtime under the guidelines of this Policy will be charged to the operating budget where the work is performed. The approved time report must clearly indicate the appropriate facility program code number to charge.

5.6.3 Payment to a management Exempt Employee for overtime that has not been specifically directed or authorized by those delegated the responsibility by this Policy, will not be permitted under any circumstances. Issues with unauthorized Non-Exempt Overtime will be addressed through the performance management process. See Section 5.1 regarding treatment of Non-Exempt Employees.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.6.4 This Policy supersedes all prior policies and procedures regarding overtime for Exempt and Non-Exempt personnel.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination.

7 REFERENCES

7.1 EP 2.5 Management Exempt Emergency/Crisis Response Compensation

PowerNet > Quick Links > Employee Policies > EP 2.5

7.2 Non-exempt Compensable and Overtime FAQs

PowerNet > Compensation > Non-exempt Compensable and Overtime FAQs

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

NEW YORK STATE OF OPPORTUNITY. NY Power Authority

Employee Policy Title:
Management Non-Exempt and Facility-Based Exempt Overtime

Employee Policy Number:
EP 2.4

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	12/12/2024	Approve
Executive Owner	Jack, Valerie	Director Total Rewards	10/25/2024	Approve
Content Owner	Dominguez, Ana	Lead Compensation Specialist	10/25/2024	Approve
BCG	matthew.french@nypa.gov	BCG Team Member	10/21/2024	Approve

Title:	**Management Exempt Emergency/Crisis Response Compensation**
Document Type:	Employee Policy
Document Number:	EP 2.5
Revision Date:	06/03/2024
Content Owner:	Dominguez, Ana

Management Exempt Emergency/Crisis Response Compensation

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
6/3/2024		Annual review; No updates	N/A	Ana Dominguez, Lead Compensation Specialist
3/17/2022	1	Corrected example total	5.1	Karina Saslow, VP Total Rewards & HRIS
1/15/2019	0	Original Issue	N/A	Karina Saslow, VP Total Compensation & HRIS

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE AND SCOPE

If it is determined that an Incident or Major Disaster exists, or is imminent, Exempt Employees who perform services related thereto may be requested or required to work hours in excess of their regularly scheduled workweek. Such Exempt Employees will be compensated for their excess time in the form of an Emergency Payment.

2 APPLICABILITY

FLSA Exempt Management employees assigned to respond to an Incident, with approval of excess working time per current policy.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

FLSA Exempt Employee – One whose job duties meet the established tests for exemption under certain wage and hour laws of the Fair Labor Standards Act (FLSA), as enforced by the U.S. Department of Labor. Exempt employees receive pay on a salary basis.

Incident – Any condition which constitutes a civil emergency, catastrophic condition, or a state of crisis management, when so determined by NYPA's President & CEO or COO.

Incident Period – The time interval, as designated by the individual declaring the incident/major disaster, during which the event occurs and continues to impact working conditions.

Major Disaster – Any natural catastrophe (including but not limited to hurricane, tornado, storm, high water, wind driven water, landslide, mudslide, snowstorm, or drought), or regardless of cause, any fire, flood, or explosion.

Management – Non-bargaining unit NYPA employees

4 RESPONSIBILITY

Responsibility for and oversight of this Policy resides with the approver unless otherwise noted herein.

5 POLICY IMPLEMENTATION

5.1 Emergency Payment

a) Shall be paid to eligible exempt employees for each hour worked during the Incident Period in excess of their regularly scheduled workweek.

b) Hours will be paid at straight time rate during the employee's scheduled work hours and time-and-a-half for off-schedule hours and scheduled holidays (including the

holiday pay).

c) In events external to NYPA, employees coming from 12-hour shifts will assume an 8-hour x 5-day schedule.

Example

Scheduled work week is M-F, 8 hours a day

	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
Total Hours Worked	4	12	16	16	16	12	10
Straight Time		8	8	8	8	8	
Time & Half	4	4	8	8	8	4	10

Holiday Worked

- Employee is paid the 8 hours holiday straight time and time and a half for all hours worked.

Holiday Not Worked

- Employee is paid the 8 hours holiday straight time

5.2 Approval and Time Records

Shall follow the same requirements as stated in EP 2.4 Management Non-Exempt and Facility Based Exempt Overtime.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination.

7 REFERENCES

7.1 EP 2.4 – Management Non-Exempt and Facility Based Exempt Overtime

PowerNet > Quick Links > Employee Policies > EP 2.4

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Revision Cycle: Every Other Year

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Employee Policy Title:
Management Exempt Emergency/Crisis Response Compensation

Employee Policy Number:
EP 2.5

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	06/03/2024	Approve
Executive Owner	Jack, Valerie	Director Total Rewards	05/29/2024	Approve
Content Owner	Dominguez, Ana	Lead Compensation Specialist	05/29/2024	Approve
BCG	dawn.memon@nypa.gov	BCG Team Member	05/29/2024	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**Management Employee Categories and Eligibility for Benefits**
Document Type:	Employee Policy
Document Number:	EP 3.1
Revision Date:	01/13/2025
Content Owner:	D'Alessandro, Adele

Management Employee Categories and Eligibility for Benefits

Note: Revision # should be listed in descending order starting with most recent version at the top.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
7/302024	13	Added language to include “direct” transfers Removed 1,000 hour minimum required for eligibility in the Employee Savings Plan due to the Secure Act effective January 1, 2024	5.2.2	Adele D’Alessandro Benefits Manager
1/13/2025	12	Updated transitional to two years, aligned with headcount procedure Clarified temporary medical benefits for returning retirees Clarified plans under retiree medical plan contributions Updated references to Policy EP 3.12 Management Time Away From Work	3 5.1 5.4 5.1 & 7	Brenda Verdesi, Manager Benefits
10/20/2021	11	Change benefit eligibility for Provisional employees effective Jan. 1, 2022 Eliminate Long Term Care. Coverage no longer offered to employees. Update NYPA’s retirement eligibility for Management employees	5.1 5.1 5.2	Brenda Verdesi Manager, Benefits
2/8/2019	10	Biennial Review Addition of file paths	N/A 7	Brenda Verdesi Manager, Benefits
10/13/2016	9	Contingent workers are not eligible Change wording from Salaried to Management	2.0 Various	Brenda Verdesi Manager, Benefits

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA’s approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

		Clarify wording of Definitions and Classifications	3.0	
		Update Eligibility for 401(k) Plan	5.1	
		Provide more details of retiree eligibility & benefits offered	5.2 and 5.3	

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE

This Policy defines the various categories of Management employees and the benefits available to each category. Classification of exemption status is determined based on the job requirements in accordance with the Fair Labor Standards Act, as enforced by the U.S. Department of Labor.

2 APPLICABILITY

This Policy applies to all Management employees based on status and classification as defined in section 3. Contingent workers whose compensation is paid directly by a third party, individuals who are not paid directly through the Authority's payroll system, or who are classified by the Authority as consultants and/or independent contractors, are *not* eligible for or entitled to participate in or receive benefits under any benefit plan, policy, or practice offered by the Authority, its parents, affiliates, subsidiaries, or successors.

3 TERMS AND DEFINITIONS

management – non-bargaining unit Authority employees including the below status and classifications:

Status

full-time – employees who work at least 37½ hours per week and who are paid directly by the Authority. Full-time employees can be classified as permanent, transitional, or provisional. The business unit or department determines the work week schedule of 37½ or 40 hours per week.

parttime – part-time status is granted in the following cases:

a) Permanent employees who have worked full-time for a minimum of one year, and whose status has changed from full-time to part-time without a break in service (employment with the Authority has not been terminated); and who work a minimum of 20 hours per week, but less than 37½ or 40 hours (as applicable) and who are paid directly by the Authority.

b) Temporary employees hired on a part-time basis (minimum of 20 hours/week, but less than 37½ or 40 hours/week) for a specific position or assignment and who are paid directly by the Authority.

Classifications

permanent employees – employed on full-time or part-time basis and paid directly by the Authority and have no pre-determined employment time limit.

transitional position – permanent employees who work full-time to fill an anticipated vacancy in another Authority position within a designated time-frame of up to two years.

provisional employees – work full-time for a specific project or assignment for a period that is expected to last at least one year, but not more than three years and who are paid directly by the Authority.

temporary employees – employed for a period of not more than one year (from date of hire) and are paid directly by the Authority. Requests to extend employment for an additional period beyond one year must be received and approved by headquarters Human Resources Department Head and the Budget Department.

Additional categories of temporary employees include:

a) temporary intern – employed on a full-time or part-time basis for a specific position or assignment, not to exceed six months in a given calendar year.

b) developmental intern – employed on a full-time or part-time basis while enrolled in an accredited college or university in a curriculum related to the temporary assignment at the Authority. Additional guidelines apply to Developmental Interns under the Human Resources Developmental Intern Program.

c) cooperative– employed on a full-time basis while enrolled full-time at an accredited college or university in a work/study or cooperative education curriculum and who receives credits towards their course of study.

d) returning retiree – employees who have retired from the Authority and are rehired as a temporary employee to transition work or perform a specific project based on their unique experience, knowledge, or skills, for a period not to exceed one year.

    i. Any requests to hire an Authority retiree (including Authority retirees who have suspended their pensions) must be approved by the President & Chief Executive Officer, business unit head, SVP of Human Resources and VP, Chief Ethics & Compliance Officer. The justification and the request for approval must contain documentation of the need to obtain the services of that individual and indicate that the returning retiree's compensation:

        a. will be set at their most recent Authority hourly rate of pay [no benefits] and

        b. will not exceed the applicable annual earnings limitation contained in the New York State Retirement and Social Security Law (NYSRSSL) or other applicable laws.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

4 RESPONSIBILITY

The content owner maintains this Policy and keeps it up-to-date. Responsibility for and oversight of this Policy resides with the approver unless otherwise noted herein.

5 SCOPE

5.1 Benefits for Active Employees

Employees are eligible for the following benefits based on their category as defined in Section 3. For more detailed information about the applicable employee benefits as listed above, refer to the Employee Benefits Handbook on the PowerNet.

Flexibility Benefits				
	Permanent Full-time	**Permanent Part-time**	**Provisional**	**Temporary**
Medical	Eligible	Eligible	Eligible	If determined to be a “full-time equivalent” under the regulations of the Patient Protection and Affordable Care Act (PPACA), eligible as required by Federal Law. Excludes Returning Retirees who receive health care under retirement benefits.
Dental; Vision; Group Legal; Flexible Spending Accounts; Accidental Death & Dismemberment Insurance; Accident Expense Plan; Cancer Protection Plan	Eligible	Eligible	Eligible	Not Eligible

Flexibility Benefits				
	Permanent Full-time	**Permanent Part-time**	**Provisional**	**Temporary**
Employee, Spouse, Child Life Insurance	Eligible	Eligible – employee life insurance is based on pro-rated pay	Eligible	Not Eligible
Long Term Disability Insurance	Eligible	Eligible – based on pro-rated pay	Eligible	Not Eligible
Flex Credits	Eligible	Eligible – based on a reduced flat amount	Eligible	Not Eligible

Other Benefits				
	Permanent Full-time	**Permanent Part-time**	**Provisional**	**Temporary**
Educational Assistance Program	Eligible	Eligible – pro-rated based on the number of hours worked per week	Not Eligible	Not Eligible
Employee Assistance Program	Eligible	Eligible	Eligible	Eligible
Vacation Leave*	Eligible	Eligible – pro-rated per EP 3.12	Eligible	Not Eligible
Sick Leave*	Eligible	Eligible – pro-rated per EP 3.12	Eligible	Not Eligible
Holidays*	Eligible	Eligible – if working less than a full day (as applicable to their respective job location) are eligible for compensation for holidays based on the number of hours worked per day. However, if an employee works less than a full week, and a holiday falls on a day an employee is not scheduled to work, they will not be paid for that day.	Eligible	Not Eligible – unless work on a holiday

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Retirement Benefits				
	Permanent Full-time	**Permanent Part-time**	**Provisional**	**Temporary**
Employees' Savings Plan	Eligible	Eligible	Eligible	Eligible
Deferred Compensation Plan	Eligible	Eligible	Eligible	Eligible
New York State & Local Retirement System or Voluntary Defined Contribution Plan (for certain Tier 6 employees)	Mandatory Membership	Optional Membership – service credit is pro-rated based on the number of hours worked per week	Mandatory Membership	Optional Membership if period of employment is less than one year. Membership is mandatory for a full-time temporary employment that exceeds one year.
NYPA Retirement Benefits	Eligible (see section 5.2)	Not Eligible	Not Eligible	Not Eligible

*For other leaves, see EP 3.12 Management Time Away from Work

5.2 Eligibility for Benefits in Retirement

To qualify for Authority Retiree Benefits, you must meet the criteria below:

5.2.1 Be a Permanent Full-Time Authority Employee as defined in Section 3.1. Provisional, part-time, or Temporary Employees are not eligible for retiree benefits.

5.2.2 Be at least age 55 and meet Authority service requirements in Section 5.4 below.

a) Employees who were rehired by the Authority or transferred directly from New York State service must also complete service requirements in EP 1.9 Transfer or Re-Employment in Public Service.

b) Age requirement will be waived for otherwise eligible employees determined to be permanently disabled by NYPA's long term disability carrier.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.3 Benefits Offered in Retirement

The Authority offers the following Retiree benefits:

- Retiree medical coverage
- Post-retirement life insurance
- Medicare Part B reimbursement
- Employee Assistance Program

Details of the options are available in the Retiree Benefits Guide on the Benefits webpage.

5.4 Eligibility & Cost of Retiree Medical Benefits

	Employee Hired/Rehired Before 01/01/2016		**Employee Hired/Rehired on or After 01/01/2016**
	Employee Retires on or before 01/01/2019	**Employee Retires after 1/1/2019**	
Retirement Eligibility*	10 Years of service	10 Years of service	15 Years of service
Retiree Contribution to Medical Coverage**	No contribution to any medical plan	No contribution if enrolled in the PPO, Choice or Medicare Advantage plan. If enrolled in another plan, your contribution is 50 percent of the difference between the active employee contribution to the NYPA PPO Plan and the plan you enrolled in.	Retiree contribution is 50% of the active employee contribution. No contribution for Medicare Advantage plan.

* The retirement eligibility refers to medical, life insurance, and Medicare Part B reimbursement benefits.

**The amount an employee may be required to pay will be based on your enrollment (e.g., single or family coverage).

6 VIOLATIONS

N/A

7 REFERENCES

7.1 EP 1.9 Transfer or Re-Employment in Public Service

PowerNet > Quick Links > Employee Policies > EP 1.9

7.2 EP 3.12 Management Time Away From Work

PowerNet > Quick Links > Employee Policies > EP 3.12

7.3 Employee Benefits Handbook

PowerNet > Department Sites > Human Resources > Benefits

7.4 Retiree Benefits Guide

www.nypa.gov\benefits > Management > Planning For The Future

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Employee Policy Title:
Management Employee Categories and Eligibility for Benefits

Employee Policy Number:
EP 3.1

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	01/13/2025	Approve
Executive Owner	Jack, Valerie	Director Total Rewards	01/07/2025	Approve
Content Owner	D'Alessandro, Adele	Manager Benefits	12/31/2024	Approve
BCG	matthew.french@nypa.gov	BCG Team Member	12/31/2024	Approve

Title:	Family and Medical Leave Act (FMLA)
Document Type:	Employee Policy
Document Number:	EP 3.3
Revision Date:	07/02/2024
Content Owner:	D'Alessandro, Adele

Family and Medical Leave Act (FMLA)

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
7/2/2024	6	Added definition of Collective Bargaining Unit Added a reference to Section 7 Updated Link to U.S Department of Labor Military Fact Sheet 28M	3.1 5.3.4 7	Adele D'Alessandro, Manager Benefits
10/20/2021	5	Added Department of Labor links and references Removed procedural references Clarified the definition of Contingent workers Clarified use of FMLA for same care recipient	Various Various 2.2 5.1.1	Brenda Verdesi, Manager, Benefits
05/16/2016	4	Contingent workers are not eligible Clarify which provisions of policy apply to Management and union Renamed Newborn/Adoption Leave to Parental Leave and clarified definition Clarify definition of qualifying exigency military family leave Included domestic partners in policy Added definition of Extended Medical Leave and 1,250 Hours Worked Clarify that all references to FMLA time period are 12 weeks, not 3 months	2.2 2.4 3.0 3.0 3.0 3.0 Various Sections 5.2.3 b	Karina Saslow, Director, Total Compensation & HRIS

		Add intermittent Parental leave for management employees Referenced to CP 1-11 Reasonable Accommodation Policy Clary wording of deductions and credits Moved vacation donation to Vacation policy EP 3.2	5.6.3 5.9	

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE AND SCOPE

This Policy establishes guidelines for qualifying leaves under the Family and Medical Leave Act (FMLA), which shall be subject to the terms and conditions provided under its regulations. See Section 7, References for detailed information. The Notice to Employees of Rights under the FMLA (WHD Publication 1420) (Notice) is available.

2 APPLICABILITY

2.1 The Policy applies to all sites and offices at the New York Power Authority (NYPA, Authority).

2.2 This Policy applies to all NYPA management and collective bargaining unit employees (unless otherwise noted) in permanent or temporary positions (see EP 3.1 *Management Employee Categories and Eligibility for Benefits* or the applicable Collective Bargaining Agreement [CBA]) who have been employed directly by NYPA for at least 12 months and must have worked at least 1,250 hours during the previous 12 months.

2.3 When FMLA applies, all other qualifying time absent, whether paid or unpaid, will run concurrently and be applied toward the maximum 12-week FMLA time period. The use of sick time, vacation, floating holidays, salary continuation, short- or long-term disability, unpaid leave, workers compensation, Parental Leave or New York State Paid Family Leave does not alter the status of the leave as FMLA leave; nor does it extend the FMLA leave or any NYPA-provided job security periods.

Contingent Workers are not eligible to receive benefits, nor are they entitled to participate in any benefit plan, policy or practice offered by NYPA, its parents, affiliates, subsidiaries or successors.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

3.1 Type of Leaves Covered Under the FMLA

CBA – **Collective Bargaining Agreement** – Agreement between NYPA and union represented employees providing terms of their employment including pay, hours, benefits, etc.

EML – **Employee Medical Leave** – An employee's qualifying "serious health condition" that makes an employee unable to perform the functions of their position is eligible for EML. EML may be work related or non-work related.

FML – **Family Medical Leave** – To care for an employee's spouse/domestic partner, child or parent (not parent-in-law) who has a qualifying "serious health condition."

FMLA – 1250 actual hours worked for NYPA, including overtime, in the 12 months approved Family and Medical Leave is counted towards 1,250 hours.

MFL – **Military Family Leave** – To care for a covered service member with a serious injury or illness if the employee is the spouse/domestic partner, child, parent or next of kin of the covered service member.

Parental Leave – An employee may take leave to bond with their newborn child within one year of birth; or in connection with the birth, to bond with, travel for and placement of a child for adoption or foster care within one year of initial placement in the home, or adoption, whichever comes first.

QEL – **Qualifying Exigency Military Family Leave** – To take care of certain qualifying exigencies arising when a spouse/domestic partner, parent, or child, who is a member of the Armed Forces (including the National Guard and Reserves) has been called to, or is on, active duty.

3.2 Other Initialisms and Definitions

Contingent Workers – Workers who are not NYPA employees and whose compensation is: [a] paid directly by a third party; and [b] not paid directly through the NYPA payroll system.

Human Resources (HR) – The local NYPA representative responsible for overseeing and approving FMLA leaves at each site.

Management – NYPA non-bargaining unit employees.

Reasonable Accommodation – Assistance or changes to a position or workplace that will enable an employee to perform job duties despite having a disability or pregnancy-related condition or having to engage in a religious practice or observance.

Reduced Work Schedule – Leave on a reduced schedule is leave which reduces the number of working hours in a basic work week or workday for a period of time.

Serious Health Condition – An illness, injury, impairment or physical or mental condition that involves inpatient care or continuing treatment by a health care provider.

4 RESPONSIBILITY

Responsibility for and oversight of this Policy resides with the approver unless otherwise noted herein.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5 POLICY IMPLEMENTATION

5.1 Coverage

5.1.1 Eligible employees may receive up to a total of 12 weeks of unpaid FMLA leave in a 12-month period calculated as the 12-month period measured forward from the date of an employee's first approved FMLA leave usage, regardless of the number of distinct eligible events.

5.1.2 Spouses/domestic partners who are both employed by NYPA have a combined leave total of 12 weeks during any 12-month period for the birth of a child; to care for a child after birth, placement of a child for adoption or foster care, or to care for a child after placement; or to care for each employee's parent with a Serious Health Condition. The 12 weeks' FMLA includes a provision for both parents of a newly placed fostered or adopted child to take leave for travel necessary to place a child for adoption or foster care. Both employees may take their leave consecutively or intermittently, and simultaneously. Time off approval will be consistent with business necessity and will not be unreasonably denied.

5.1.3 Military Family Leave (MFL) qualifies eligible employees to receive up to a combined total (with any other FMLA leave) of 26 weeks in a single 12-month period.

5.1.4 Employees can request Reasonable Accommodation by contacting the Office of Civil Rights and Inclusion. Reasonable Accommodation will be considered according to CP 1-11.

5.2 Time off for an FMLA Covered Event

5.2.1 Employees who are absent from work consecutively or intermittently, may receive up to a total of 12 weeks of unpaid time off in a 12-month period (see Section 5.1.1) for Employee Medical Leave (EML), Family Medical Leave (FML), or Parental Leave should they meet the qualifications for those leaves.

5.2.2 MFL and Qualifying Exigency Military Family Leave (QEL) have different criteria and eligibility standards. For more information, see Sections 5.1.3, 5.4 and 5.5.

5.2.3 EML or FML may be taken on a consecutive, intermittent, or Reduced Work Schedule basis as provided by the health care provider on the certification. Intermittent leaves or Reduced Work Schedule can be taken in either full or half day increments.

5.3 Notification/Certification

5.3.1 An employee who needs any of the following time away from work must notify their supervisor as soon as possible in advance. In those situations where advance notice isn't possible, notice is required to be given as soon as possible.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.3.2 For an FMLA covered event, the employee or supervisor should contact HR to initiate the FMLA process for eligible employees.

5.3.3 While on FMLA, the employee's time, indicating the reason for the absence, must be entered in the time entry system and approved by the employee's supervisor. For consecutive leaves, time entry may be supported by payroll.

5.3.4 Employees returning to work from Employee Medical Leave must provide HR with written medical documentation verifying their ability to return to work and fitness for duty. This should be provided at the earliest practicable time before returning to work. An employee will not be allowed back to work from EML without sufficient written medical documentation. If Reasonable Accommodation has been requested (see CP 1-11), the medical documentation to return to work must be consistent with the Reasonable Accommodation approved. See Section 7, References, for more information.

5.4 Military Family Leave

MFL provides eligible employees unpaid leave to care for a covered family member who has incurred a serious injury or illness in the line of duty as a covered service member while on covered active duty in the Armed Forces. See Section 7, References, for more information.

5.5 Qualifying Exigency Military Family Leave

An employee who is a spouse/domestic partner, son, daughter, or parent of a covered service member who is called to, or is on, covered active duty in regular or reserve components of the Armed Forces during a deployment of the service member to a foreign country may take up to 12 workweeks of leave during any 12-month period for a "qualifying exigency." See Section 7, References, for more information.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.6 Job Security for Employees While on FMLA

5.6.1 When an employee is absent from work on any approved, qualified FMLA leave, other than MFL, their position will be held open for a period of 12 weeks beginning on the first day of FMLA absence within a 12-month period, even if the employee has accumulated sick and/or vacation leave that extends beyond that 12-week period.

5.6.2 If a department intends to fill a position held by an employee on FMLA leave (other than qualifying MFL) at any time after the expiration of the 12-week job security period, the employee's supervisor must notify site/headquarters HR, and they can provide guidance on communicating this intent to the employee.

5.6.3 When an employee is absent from work on a qualifying MFL, the position will be held open for a period of up to 26 weeks beginning on the first day of FMLA absence within a 12-month period, even if the employee has accumulated sick and/or vacation leave that extends beyond that 26-week period. If the employee is unable to return to work at the conclusion of 26 weeks, the employee will be advised that their employment has been terminated.

5.6.4 Request for Extension

An employee may request, in writing, an extension of leave beyond the 12- or 26-week period (depending on the type of leave they were granted). Requests will be considered on an individual basis and can be approved by the Human Resources Department Head only in consultation with the Law Department. Such requests should be made as soon as practicable before the end of the approved covered leave period. EML extension requests must include information from the health care provider about the employee's current medical status, expected return-to-work dates as well as any return-to-work conditions or limitations. For extensions of MFL beyond the 26-week period, the military member's current medical status and the employee's expected return-to-work date must be provided. Any remaining accrued sick leave will also be taken into consideration in reviewing a request for an extension of leave.

5.6.5 Bargaining unit employees should contact HR and refer to their applicable Collective Bargaining Agreement for job security during a leave.

5.7 Workers' Compensation

If an employee is out on a Workers' Compensation leave for a health condition that also qualifies as an FMLA and/or EML leave, the leave will run concurrently under each program.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.8 Benefits Coverage Period

5.8.1 Management employees' benefits will continue for 26 weeks (from the first day of absence) provided the employee pays the required employee contributions while they are out on leave.

5.8.2 A Management employee's benefits will cease once the employee has been absent for 26 weeks from their first day of absence. However, benefits will continue while an employee is on an approved Reasonable Accommodation.

5.8.3 Bargaining unit employees should contact HR and refer to their applicable Collective Bargaining Agreement and Benefit book for benefit coverage period during approved leaves.

6 VIOLATIONS

Employees obtaining, or attempting to obtain, FMLA leave by fraudulent means, including and not limited to intentional misrepresentations or omissions, shall be denied the use of paid time for time out of work, the restoration of their job or any other job at NYPA and may be subject to disciplinary action up to and including termination of employment.

7 REFERENCES

7.1 CP 1-11 Reasonable Accommodation Policy

PowerNet > Quick Links > Policies & Procedures > Company Policies and Procedures

7.2 EP 3.1 Management Employee Categories and Eligibility for Benefits

PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

7.3 E.P 3.12 Time Away from Work Policy

PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

7.4 Collective Bargaining Agreement

PowerNet > Department Sites > Operations > Labor Relations

7.5 Benefit Book

www.nypa.gov/benefits/IBEW

7.6 U.S Department of Labor FMLA

www.dol.gov/agencies/whd/fmla

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

7.7 U.S Department of Labor FMLA poster

www.dol.gov/agencies/whd/posters/fmla

7.8 U.S Department of Labor Military Fact Sheet 28A

www.dol.gov/agencies/whd/fact-sheets/28a-fmla-employee-protections

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision Cycle: Every 3 Years

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	07/02/2024	Approve
Executive Owner	Jack, Valerie	Director Total Rewards	06/26/2024	Approve
Content Owner	D'Alessandro, Adele	Manager Benefits	06/24/2024	Approve

Title:	**Employee Assistance Program**
Document Type:	Employee Policy
Document Number:	EP 3.5
Revision Date:	01/31/2025
Content Owner:	D'Alessandro, Adele

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
1/31/2025	8	Updated Applicability Section and added Legal Language to include Canal Corporation Updated Title Sections adding "for NYPA Employees" Added Section for Referrals for Canals Employees	2.1 & 2.3 5.5 & 5.6 5.7	Adele D'Alessandro, Benefits Manager & Phil Kelly, Director of HR Canals Corp.
3/17/2022	7	Revised to gender neutral language Clarification of random alcohol testing Biennial Review	Various 5.3.4 Section 8	Brenda Verdesi, Manager Benefits
1/2/2019	6	Changed text from Facility HR Managers to designated HR Representative. Clarified minor wording in policy Removed language for the management of performance issues Changed cycle to every other year	Various Various 5.2 8.0	Brenda Verdesi, Manager, Benefits
5/4/2016	5	Uploaded information to a new format. This policy had four (4) revisions under the old format. Contingent workers are not eligible	N/A	Brenda Verdesi, Manager, Benefits

		If an employee refuses to comply with a mandatory EAP referral, the employee may be subject to disciplinary action up to and including termination of employment.	2.4 6.0	

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE

The Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential referrals for assessment, counseling and follow-up services to employees and family members who have personal and/or work-related matters. This program addresses a broad and complex body of issues affecting their own well-being and/or those they care for.

The New York Power Authority (Authority, NYPA) provides the EAP as a confidential, counseling assessment and referral service that can help employees and their family members with issues including but not limited to:

- Stress, anxiety, and grief
- Mental health and emotional concerns
- Alcohol and substance use disorders
- Marital and family matters
- Legal and financial matters
- Childcare
- Adult care
- Workplace issues

These services are offered through an independent, third-party provider.

2 APPLICABILITY

2.1 This Policy applies to all NYPA and Canal management and collective bargaining unit employees (unless otherwise noted) directly employed by NYPA or Canals (see EP 3.1 Management Employee Categories and Eligibility for Benefits), Canals Management Confidential employee handbook, or the applicable Collective Bargaining Agreement (CBA).

2.2 Contingent workers whose compensation is paid directly by a third party, who are not paid directly through the Authority's payroll system, or who are classified as consultants and/or independent contractors, are not eligible for or entitled to participate in or receive benefits under any benefit plan, policy, or practice offered by the Authority, its parents, affiliates, subsidiaries, or successors.

2.3 The standards within this governance document shall generally apply to similar, identified services provided to the Canal Corporation. Any exceptions or deviations to such application shall be explicitly identified herein. In instances where there are variations between NYPA and Canal Corporation titles, organizational responsibilities, and/or levels of service that are not explicitly noted herein, some level of extrapolation may be required. This governance document does not obligate the Canal Corporation to extend itself financially or operationally beyond the abilities or resource level capable under its current business model.

3 TERMS AND DEFINITIONS

CBA – Collective Bargaining Agreement
EAP – Employee Assistance Program
MRO – Medical Review Officer
NYPA – New York Power Authority; Authority

4 RESPONSIBILITY

The Benefits Manager maintains this document and keeps it current.

5 SCOPE

5.1 Responsibility for and oversight of this Policy resides with the Senior Vice President of Human Resources unless otherwise noted herein.

5.2 Employees may directly contact a confidential Employee Assistance Counselor at the EAP anytime, using the toll-free phone number 1-800-833-8707. Employees may also contact the EAP through Employee Relations in the White Plains office, through their site HR Representative or Canals HR Representative.

5.3 There is no charge to employees (and/or their family members) for services provided by the EAP. However, if employees or their family members are referred by the EAP to other professionals for additional care, treatment and/or assistance, the employee or family member will be responsible for any costs not covered by their health insurance.

Printed copies are not controlled. For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.4 Confidentiality

5.4.1 A vital aspect of this program's success is confidentiality in handling employees' personal matters. Therefore, the utmost care will be taken by the EAP and Human Resources to preserve the dignity and privacy of the individual. This Policy will be administered following all applicable laws.

5.4.2 The EAP adheres to legal and professional responsibilities applying to mental health professionals. Accordingly, EAP staff are legally required to break confidentiality and report any individuals judged to be a hazard to themselves or others to the appropriate authorities within and outside of the Authority.

5.4.3 When an employee (and/or their family members) contacts the EAP on their own, their identity will be withheld from the Authority. However, if there is reasonable belief that the employee's condition may constitute a hazard to themself or others, EAP staff will notify Employee Relations, or designee, in the White Plains or Canals Human Resources offices.

5.5 Referrals to EAP for NYPA Employees

The EAP may also be used for employee referrals by supervisors in conjunction with Human Resources, or by Human Resources independently, as set forth in this Policy.

5.5.1 Supervisors should *not* at any time attempt to diagnose an employee's condition.

5.5.2 When a supervisor is of the opinion that an employee may pose a hazard to themself or other employees, they shall immediately contact Employee or Labor Relations.

Note: For impending situations, site protocol should be followed to contact 911. The supervisor shall contact the designated HR or Labor Representative. A mandatory EAP referral will be arranged if appropriate.

1. Following such a supervisory referral, Employee/Labor Relations will contact EAP on behalf of the employee.

2. Either the employee will be asked to contact EAP or the EAP will contact the employee and assess the situation.

If needed, the EAP will make a referral to other outside resources for treatment. The EAP representative will notify Employee Relations that the employee has been contacted.

Printed copies are not controlled. For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.5.3 If the employee is referred to the EAP and requires time away from work or cannot return to work, they may be placed on leave following the Authority's leave policies or applicable labor agreement. Employees placed on leave as a result of an EAP intervention must be cleared by the EAP, or another qualified medical provider, before returning to work.

5.5.4 Referral to or use of the EAP does not excuse employees from complying with Authority policies or from meeting expected job requirements and performance, during or after receiving assistance or treatment. Nor does referral to or participation in the EAP preclude the Authority from instituting appropriate disciplinary action or performance assessment of an employee.

5.6 Fitness for Duty Referral for NYPA Employees

5.6.1 Following the Fitness for Duty Policy (EP 4.5), certain employees may be subject to mandatory referral to the EAP.

5.6.2 If an employee appears unfit for duty following the Fit for Duty Policy (EP 4.5), Employee Relations in the White Plains office and/or the designated HR Representative at the site should be contacted immediately. The supervisor or the person(s) who observed the employee's behavior should document their observations as soon as possible.

5.6.3 When an employee is referred to the EAP for fitness for duty, the employee must be cleared by the EAP, or another qualified medical provider, before returning to work. When a fitness for duty referral is made to the EAP, the Authority will be advised of the nature of the problem if one exists. The employee will be required to sign an authorization and consent form, to the release of information to the Authority.

5.6.4 If an employee is required to be tested on a random basis and has a positive screening test they will be subject to periodic, unannounced, follow-up testing to verify abstinence from the use of alcohol or drugs. Employee Relations/Facilities Human Resources, in collaboration with the EAP, will ensure that the employee is fit for duty before returning to work (EP 4.5).

Printed copies are not controlled. For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.6.5 If an employee, who was tested on a random basis, has a confirmed positive test for illegal drugs or alcohol (at or above the applicable regulatory threshold) as certified by a Medical Review Officer (MRO), the employee will be immediately referred to the EAP. Employee Relations should be notified so that appropriate action can be taken.

5.7 Referrals to EAP for Canals Employees

5.7.1 The use of EAP for Canals employees is voluntary. A supervisor may recommend EAP to an employee, but it is ultimately the employee's decision whether or not to contact EAP.

5.7.2 Supervisors should *not* at any time attempt to diagnose an employee's condition.

5.7.3 Use of the EAP does not excuse employees from complying with the Corporation's policies or from meeting expected job requirements and performance, during or after receiving assistance or treatment. Nor does referral to or participation in the EAP preclude the Corporation from instituting appropriate disciplinary action or performance assessment of an employee.

6 VIOLATIONS

If a NYPA employee refuses to comply with a mandatory EAP referral, they may be subject to disciplinary action up to and including termination of employment.

7 REFERENCES

7.1 Fitness for Duty (EP 4.5)

PowerNet > Quick Links > Policies & Procedures > Employee > Employee Polices

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on a biennial basis. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

Employee Policy Title:
Employee Assistance Program

Employee Policy Number:
EP 3.5

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	01/31/2025	Approve
Executive Owner	Jack, Valerie	Director Total Rewards	01/27/2025	Approve
Content Owner	D'Alessandro, Adele	Manager Benefits	01/27/2025	Approve
BCG	matthew.french@nypa.gov	BCG Team Member	01/27/2025	Approve

Title:	**Tuition Reimbursement Program**
Document Type:	Employee Policy
Document Number:	EP 3.6
Revision Date:	02/21/2024
Content Owner:	Sinclair, David

Tuition Reimbursement Program

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
10/18/2023	14	Changed title of policy from “Education Assistance Program” to “Tuition Reimbursement Program” Extended commitment period for graduate degrees to three years Clarified eligibility of “certificate program” Clarified reimbursement timeline of 2 pay periods, and that reimbursement at end of a calendar year will be made in and count towards the new calendar year Extended commitment period for graduate degrees to three years Updated reference link	3 5 5.22 5.3 7.2	David Sinclair, Manager Learning and Development
10/20/2021	13	Added definition for “accredited program” and link to database provided by US DOE Added that travel / lodging fees are not to be reimbursed. Included clarification around repayment of any monies expended by NYPA if an employee leaves prior to completion of program.	3 5.22 5.3	Pooja Nayyar Sr. Director, Organizational and Talent Development
8/6/2019	12	Revised scope to align to eligibility section, revised performance rating descriptors, clarified fee eligibility does not include penalty fees, clarified	1, 2, 5.13, 5.2, 5.3, 5.4	Pooja Nayyar Director, Organizational and Talent

		commitment period, clarified Tax Implications Section Annual Review: revision cycle changed from every year to every other year	 8	Development
5/13/16	11	Clarified which employees are eligible Added additional definitions and clarified eligible courses/institutions Clarified reimbursement for courses taken during FMLA Medical Leave Allow employees to receive 100% reimbursement for education relating to any NYPA career field. Reimbursement limit no longer based on seasons, reimbursement allotment now has calendar year maximum; reimbursement allowed for individual course or courses that lead to a degree program	2, 5.1 3 5.1.5 5.2	Helene Raps-Beckerman Employee Development Manager

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE AND SCOPE

The Authority is committed to helping its Management Employees pursue professional growth and development. It encourages the use of the Tuition Reimbursement Program for courses leading to an undergraduate or graduate degree or a certificate program that is of mutual benefit to employees and the Authority for a current / future position or assignment.

2 APPLICABILITY

This policy applies to all eligible full-time or part-time Management Authority employees and Management transitional employees who have been employed by NYPA for 6 months and who maintain a performance rating of “meets expectations” or better. Generally, employees who receive a performance rating of “below expectations” or “does not meet expectations” or are on personal leave are not eligible to receive benefits under this program.

Provisional employees, temporary employees, interns, cooperative employees, contingent workers, consultants, independent contractors, and 1099 workers are not eligible for the Tuition Reimbursement Program. (See EP: 3.1, Salaried Employees’ Eligibility for Benefits, for definitions of employee categories.)

This policy does not apply to education or certifications paid for through an employee’s respective department.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Accredited Program - a degree or certificate program that meets acceptable levels of quality and is accredited as per the database made available by the U.S. Department of Education's Office of Postsecondary Education (OPE)

Certificate Program – A certificate program means an advanced program sponsored by a college or university leading to the award of a specialized certificate. It does not include stand-alone courses such as Dale Carnegie and others.

CLEP – College Level Examination Program

Commitment Period – the continuous time period during which an employee must maintain employment with the Authority after participating in the tuition reimbursement program. This commitment period is at least one year for undergraduate degree programs, three years for graduate programs, and 6 months for certificate programs.

FMLA – Family and Medical Leave Act

Management Employee – a salaried non-bargaining unit employee

4 RESPONSIBILITY

Responsibility and oversight of this policy resides with the approver unless otherwise noted herein.

5 POLICY IMPLEMENTATION

5.1 Eligibility

In order to be eligible to receive the benefits of the Tuition Reimbursement Program, the degree or certificate program must be obtained from an institution accredited by the Department of Education. Courses that are not part of a degree or certificate program are not covered by the Tuition Reimbursement Program; those costs may be covered by approved individual Business Unit budgets. Tuition reimbursement from an institution accredited by the Department of Education must either support or improve skills required for:

(1) the employee's current position; or
(2) a potential future assignment with the Authority.

5.1.1 An employee is not eligible to be reimbursed for Tuition reimbursement if the classes end after the employee is terminated. An employee must be a NYPA employee both before the class or program begins, and on the last day of the approved class or program.

5.1.2 All course work and class attendance must be outside an employee's normal working hours. Generally, employees are not eligible for reimbursement for courses started after they receive a performance rating of "below expectations" or "does not meet expectations". Courses started prior to receiving a rating of "below expectations" or "does not meet expectations" will be reimbursed. Employees will be eligible for reimbursement once again for courses started after they achieve and maintain a performance rating of at least "meets expectations" or in instances when supervisors determine that the performance of employees with a rating of "below expectations" has sufficiently improved.

5.1.3 Courses started prior to an employee's employment date, or while on a non-FMLA medical leave or a personal leave without pay, are not eligible for reimbursement. Courses that are completed after an employee's termination, or while on a non-FMLA medical leave or personal leave without pay, are not eligible for reimbursement.

5.1.4 Courses started prior to an approved FMLA medical leave are eligible for reimbursement at the discretion of an employee's immediate supervisor, Human Resources, and the Law Department. Approval for courses started during an approved FMLA medical leave will not be unreasonably denied.

5.2 Reimbursement for Expenses

5.2.1 Employees are responsible for payment of tuition and required fees when registering for courses at eligible institutions. Tuition and eligible fees will be reimbursed only after successful completion of the course(s) at a minimum grade level of “C” or its equivalent or a “P” in a pass/fail course (pass/fail reimbursement is limited to two courses per degree curriculum). If requested, Human Resources will provide a school with verification of an employee’s eligibility for the program. For employees that are approved for Tuition Reimbursement as of the effective date of this policy, reimbursements are based on a calendar year maximum as follows:

- Certificate/Certification programs $5,000
- Undergraduate programs $10,000
- Graduate Programs $15,000

5.2.2 For all eligible courses, the Authority will reimburse 100% of tuition, books, lab and computer fees, and mandatory course registration fees up to the maximum annual reimbursement. Note that travel or lodging fees, and late registration fees or other penalties will not be reimbursed. Employees who receive financial aid, such as a scholarship, grant or reimbursement from any alternate source are required to report it and the amount on the Tuition Reimbursement Program Reimbursement Request Form. This amount will be deducted before computing the allowable reimbursement. Reimbursement can take up to 2 pay periods from time of submission, If submission is made at the end of the year and processed the following year, it will be reimbursed in, and counted toward, the new calendar year.

5.2.3 Reimbursement to the Authority

All benefits under this Policy are dependent upon the employee maintaining employment with the Authority for the tuition reimbursement commitment period. This commitment period is a continuous period of at least one year for undergraduate degree programs, three years for graduate programs, and 6 months for certificate programs. The commitment period will commence at the end of the educational certificate or degree program. If the employee leaves the Authority’s employment before the end of the commitment period (for a reason other than a reduction in force), or during the course of the program (prior to the commencement of the commitment period), the employee must repay in full all monies expended by the Authority on behalf of the employee in connection with this policy for the applicable degree or certificate program.

5.3 Tax Consequences

5.3.1 For undergraduate and graduate level courses and certificate/certification, the IRS allows the first $5,250 in employer- reimbursed tuition reimbursement in a calendar year to be considered as non-taxable income. Tuition reimbursement above $5,250 per year may qualify for "favorable tax treatment" as a working condition fringe benefit, as defined in IRS Publication 15-B Employer's Tax Guide to Fringe Benefits. Requests for favorable tax treatment will be forwarded to the Law Department, which when necessary, will confer with the Accounting Department to determine if the tuition reimbursement qualifies for exclusion as a working condition benefit.

5.3.2 While the Authority may initially determine that an employee's tuition reimbursement is not taxable income, the Internal Revenue Service's decision is controlling in such circumstances, and the Authority disclaims any responsibility for additional taxes, assessments, fines, or penalties imposed by the IRS. Employees are advised to consult with their own qualified tax professional.

5.3.3 Note that any tax consequences listed above are subject to changes in tax laws.

6 VIOLATIONS

Employees who fail to report amounts of financial aid or any other type of reimbursement on

the reimbursement form, will be liable for return of the reimbursement award, and face possible exclusion from future Tuition Reimbursement Program eligibility.

Any falsification or misrepresentation of information will result in the denial of tuition reimbursement or liability for reimbursing any amounts awarded by the Authority.

Employees who knowingly fail to report amounts of financial aid or otherwise misrepresent or fail to include required information on the Tuition Reimbursement Program Reimbursement Request Form will be subject to performance consequences, including disciplinary action up and including termination of employment.

7 REFERENCES

7.1 IRS Publication 15-B Employer's Tax Guide to Fringe Benefits

7.2 Tuition Reimbursement Procedure EP-Pro 3.6 PowerNet > Tools, Resources, Forms > Policies & Procedures > Employee Policies and Procedures > Pro-3.6

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision Cycle: Every Other Year

9 ATTACHMENTS

N/A

Employee Policy Title:
Tuition Reimbursement Program

Employee Policy Number:
EP 3.6

e-Signature Approval History

Role	Name	Title	Date	Result
Additional Approver	Saslow, Karina	SVP Human Resources	02/21/2024	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**Relocation Benefits for New and Transferred Employees**
Document Type:	Employee Policy
Document Number:	EP 3.8
Revision Date:	01/14/2025
Content Owner:	D'Alessandro, Adele

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
1/14/2025	8	Streamline and Clarify Policy. Added termination for cause language Added Reference	5.2.1, 5.3.1, 5.3.2, 5.3.3, 5.3.4, 5.4.3, 5.4.4, 5.4.5, 5.5, 5.7.1, 5.8.2, 5.8.5 5.9.1 7.3	Adele D'Alessandro, Benefits Manager
6/6/2022	7	Streamline and clarify Policy. Remove procedures and create separate Procedure Document Update eligibility criteria Enhance House Hunting Coverage Change interim Living Expense Coverage Clarify Relocation Expenses Clarify Financial Controls & Tax Implications	Various 5.1.1 & 5.2 5.3 5.4 5.7 5.8	Linda Kasbarian, Benefits Specialist II
5/14/2016	6	Converting to new format. There have been 5 past revisions of this document Change wording from Salaried to Management All references to Director of Compensation and Benefits or	Various Various 2.0	Kal Memon, Benefits Specialist II

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

		their designee have been changed to “the designated Human Resources Representative in the White Plains Office” Contingent workers are not eligible Relocation benefits offered at the discretion of HR and hiring manager Eligible locations updated to include only United States lower 48 states	5.1.2 5.2	
	5	Update “Relocation Location Guidelines” to reflect the new Compensation grade structure Remove repetitive language and clarified wording. Revise definition of spouse to include spouse/domestic partner Change IRS distance requirement to only use online mapping source Add information about applying for reimbursement of moving expenses Added receipts for interim living expenses are required Removed unnecessary language Clarify moving expenses that are not covered under policy Added shipment of personal vehicles to miscellaneous covered expenses The relocation Certification page has a new notary format Indicate the repayment of benefits must be by certified check only	5.2.1 Various Various 5.4.1(a) 5.5.1(d) 5.8.2 5.9 5.10.5 5.11.3(d) 9.2 6.1.3 & 9.2	

1 PURPOSE AND SCOPE

This Policy provides guidelines by which relocation benefits are administered to eligible new and transferred employees. It describes the requirements to qualify for the benefits (per the Authority and the Internal Revenue Service [IRS]) and the options available if and when an employee has been offered them.

2 APPLICABILITY

This Policy applies to certain Full-time Permanent Management Employees as described in Section 5.1.

This Policy excludes temporary workers and contingent workers, who are not paid directly through NYPA's payroll system but whose compensation is paid by a third party, or whom NYPA classifies as consultants and/or independent contractors. Contingent workers are therefore not entitled to participate in or receive benefits under any plan, policy, or practice offered by NYPA, its parents, affiliates, subsidiaries, or successors.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Full-time – Employees who work at least 37½ hours per week and are paid directly by the Authority. Full-time employees can be classified as permanent or provisional.

The business unit or department determines the work week schedule of 37½ or 40 hours per week. (See EP 3.1 Management Employee Categories and Eligibility for Benefits.)

IRS – Internal Revenue Service

Management – Non-bargaining unit Authority employees

Permanent Employee – Employed full-time and paid directly by the Authority and having no predetermined employment time limit. (See EP 3.1 Management Employee Categories and Eligibility for Benefits.)

4 RESPONSIBILITY

Responsibility for and oversight of this Policy resides with the approver unless otherwise noted herein.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5 POLICY IMPLEMENTATION

5.1 Eligible Employees

5.1.1 Relocation benefits may be offered to any permanent, Full-time, exempt, Management Employee relocating to a place that is more than 50 miles between their current residence and worksite as follows.

a) Grade 6 and above for job families in Engineering, Environmental Sciences, Energy Trading, Operations, Data Sciences, IT and R&D

b) Grade 8 and above for job families not included in item 5.1.1.a.

c) Any deviation from the eligibility criteria will be reviewed by the compensation committee; requests for extension of time or change in benefit limits will be reviewed by the policy owner or designee.

5.2 Two Relocation Benefit Options

5.2.1 Eligible employees have the option of choosing a $12,000 stipend *or* paid moving/travel expenses, as follows:

- Relocating to a residence that is less than 50 miles from their assigned work site

  or

- Receiving the lump sum stipend to offset commuting costs from their current residence, provided they adhere to NYPA's hybrid schedule if available and as required by their department.

  This payment is made only once per relocation. Eligible employees must submit their Relocation Option Request Form within six months of the date of hire or transfer.

For new hires and internal transfers who elect the itemized moving expense option, the physical move by NYPA's contracted moving company will be grossed up for taxes.

A detailed summary of the two options follows here.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Relocation Stipend Option	Relocation Expenses Option
The relocation stipend is a one-time, flat payment in lieu of relocation. Stipend request form must be completed within six months of date of hire or internal transfer. No receipts are needed for payment. $12,000 taxable payment for external new hires $12,000 grossed up (non-taxable to employee) for internal transfers.	The relocation expense option will reimburse individuals based on actual expenses incurred relating to relocation. Relocation Option Request Form must be completed within six months of date of hire or internal transfer. <u>House Hunting</u> – two trips not to exceed a total of six days taken within the first three months of employment or internal transfer. Please refer to NYPA 's Travel Policy prior to making arrangements. Travel and lodging must be arranged through the NYPA's Travel Department to be eligible for reimbursement.
No other benefits listed in this Policy are available when selecting the stipend option.	<u>Interim Living</u> – up to three months within the first six months of relocation. Expenses are paid up to $4500/month downstate, $3500/month upstate.
	Six trips home during three months of interim living provided travel arrangements (airfare, rental car, etc.) are made by the Travel Department.
	Meals during relocation are paid as per NYPA's company meal policy. Relocation includes the movement of household goods and up to two personal cars. Movement of cars based on the most cost-effective method. Miscellaneous expense reimbursement of $1500. *Closing costs also covered for internal transfers only.*

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.3 House Hunting Covered Expenses

5.3.1 Reimbursable house hunting trip expenses must not exceed two trips or a maximum of six days and must occur within the first three months of the date of hire or internal transfer.

5.3.2 Transferred employees will receive up to three paid days off for house hunting to locate a new residence within the first three months of the date of transfer. Supervisor approval is required for any time away from work.

5.3.3 New employees are not eligible for paid time away from work and should conduct house hunting trips on their own time.

5.3.4 Travel and lodging expenses during house hunting is based on NYPA's Travel Policy and should be arranged through the Travel Department. Meals during house hunting must follow the meal policy. Receipts are required for all expenses, as follows:

a) Travel by personal car at NYPA's established rate per mile, including the mileage traveled to and from the area of the new work site or in connection with authorized air or train travel to and from the airport/station.

b) Fees for tolls and parking expenses incurred in connection with house hunting and travel by personal/rental car *or* in connection with *authorized* air or train travel to and from the airport/station.

c) Lodging expenses incurred (at the NYPA/state rate). NYPA-issued business travel charge/credit card should not be used for this expense.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.4 Interim Living Expenses

5.4.1 It is the employee's responsibility to make any interim living and transportation arrangements. It is recommended that arrangements be made through NYPA's Travel Department to secure the best rates.

5.4.2 A lump sum gross amount of up to $4,500 per month downstate (WPO, HOL and POL) and up to $3,500 per month upstate (ALB, B-G, BUF, CEC, NIA and STL, SYR) will be provided for the employee's interim living expenses at the new location, beginning as close as possible to the start date.

5.4.3 Interim living expenses (as defined in section 5.8.6) will be reimbursed to the employee for a maximum of three months and must be taken within six months from the date of hire or internal transfer. Any day in which the employee submits living expenses during their move to the new residence, or when moving their household goods, will be included in the three-month maximum if the move is conducted within the interim living period. Any expenses incurred for moving to the new residence and/or movement of household goods beyond the six-month maximum period will not be reimbursed.

5.4.4 Travel, tolls, and parking expenses incurred during the commute to and from work during the interim living period are not eligible for reimbursement.

5.4.5 Charges (as defined in the Relocation Benefits for New and Transferred Employee Procedure EP-PRO-3.8) for a hotel room or apartment/house monthly rental fees will be covered by the applicable monthly lump sum. NYPA does not pay broker fees to find interim housing.

5.4.6 The employee may be reimbursed for six trips home during the three months of interim living, provided the family has not yet relocated. This includes mileage, tolls, and meals per company policies.

5.5 Moving to New Residence

The employee will be reimbursed for travel expenses during the actual move to a new residence.

a) Meal expenses for breakfast, lunch, and dinner, for the employee and their spouse/domestic partner and/or children, may be reimbursed pursuant to the daily maximum allowance per person, based on IRS Guidelines of daily per diem rates and company policy.

b) Hotel accommodations must be arranged through NYPA's Travel Department, to be eligible for reimbursement.

c) Travel and tolls for up to two personal vehicles at the NYPA-established rate per mile while traveling from the old residence to the new residence are permitted. NYPA will reimburse for towing one vehicle by a NYPA-contracted moving company if it is more cost-effective than driving.

5.6 Moving Household Goods

5.6.1 Household goods will be moved from the old residence to the new residence by a NYPA-contracted moving company.

5.6.2 The following items may be incurred in a moving company move and are considered *covered expenses*:

a) Line haul charges

b) Insurance charges – declared value

c) Cost of containers

d) Charges for packing and basic unpacking

e) Shipment of appliance and servicing (third-party fees for services other than the moving company will not be reimbursed)

f) Short term storage up to three months of household goods

5.6.3 The following items are *not covered* in a moving company move:

a) Boats, or any other recreational or lawn vehicles

b) Hot tubs, pools, or any item that requires more than two people to lift

c) Frozen food, and/or perishable goods

d) Swing sets, pools tables, lumber/building materials, pianos, or any other items that would incur additional moving costs outside of a regular shipment cost

e) Crates and/or crating charges

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.7 Interim Living Expenses

5.7.1 Miscellaneous Expenses – NYPA will reimburse up to $1,500 for any expenses incurred by the employee during relocation that are not otherwise listed as covered expenses in this Policy A Relocation Moving Expense Statement with itemized receipts must be submitted within six months from date of hire/transfer. Refer to Section 5.7.2 for additional information.

5.7.2 Items that can be reimbursed may include, but are not limited to:

a) Expenses incurred for disconnecting and reconnecting of appliances, if done by a third party and separate from moving company charges

b) Charges related to movement of up to two personal cars; movement of cars will be based on the most cost-effective method

c) Childcare expenses necessary to permit employee and spouse/domestic partner to search for a new residence

d) Fees for kennel or shipment of pets

Uncovered Expenses

NYPA recognizes that extenuating circumstances may necessitate a deviation from this Policy. These situations will be discussed with the Recruiting and Benefits Department and must be approved by the Director of Total Rewards or their designee, based on necessity.

5.8 Financial Controls & Tax Implications

5.8.1 Expenses reimbursed under this Policy are included in an employee's gross income. NYPA will withhold taxes on all amounts reimbursed under this Policy following the Internal Revenue Code and IRS regulations. Receipts are required for all interim living expenses and relocation related expenses.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.8.2 New hire moving expenses are considered taxable income except for the actual moving expenses paid to a NYPA-contracted mover. NYPA does not reimburse any New York State tax.

5.8.3 Reimbursement for covered moving expenses is limited to the first six months of employment or transfer from one Authority facility to another.

5.8.4 It is advisable for employees to consult their personal tax advisor for any tax-related questions regarding relocation expenses.

5.8.5 See Transferred Employee Procedure for additional reimbursable expenses for transferred employees.

5.9 Reimbursement to NYPA

5.9.1 All benefits provided under this Policy are contingent upon the employee completing a minimum of one year of continuous employment with NYPA from the date of hire. If the employee voluntarily relocates, transfers, resigns or is terminated for cause from service prior to completion of a one-year period, they shall reimburse NYPA for a portion of all benefits (including any gross-up if applicable) paid under this Policy. Should resignation be determined to be the result of the Authority significantly changing an employee's responsibilities within the first year, reimbursement will be waived. Repayment for a voluntary resignation, relocation or transfer shall be prorated in the following manner.

75% of the total benefits paid (including any gross-up if applicable) for six months or less of continuous employment. 50% of the total benefits paid (including gross-up if applicable) after six months of continuous employment, but less than one year.

5.9.2 In determining the portion of benefits which must be reimbursed by the employee under this Policy, the one-year period shall be calculated from the effective date of the new position.

6 VIOLATIONS

Any falsification or misrepresentation of information relating to relocation expenses or eligibility criteria could result in denial of reimbursement and will result in performance consequences, including disciplinary action up to and including termination of employment.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

7 REFERENCES

7.1 Company Travel Policy (CP-2-1) > PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

7.2 Management Employee Categories and Eligibility for Benefits (3.1) > PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

7.3 Relocation Benefits for New and Transferred Employee Procedure EP-PRO-3.8 > PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every 3 Years

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Employee Policy Title:
Relocation Benefits for New and Transferred Employees

Employee Policy Number:
EP 3.8

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	01/14/2025	Approve
Executive Owner	Jack, Valerie	Director Total Rewards	01/07/2025	Approve
Content Owner	D'Alessandro, Adele	Manager Benefits	12/27/2024	Approve
BCG	dawn.memon@nypa.gov	BCG Team Member	12/27/2024	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**Management Time Away from Work**
Document Type:	Employee Policy
Document Number:	EP 3.12
Revision Date:	02/25/2025
Content Owner:	Vink, Christine

Management Time Away from Work

Note: Revision # should be listed in descending order starting with the most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author

12/12/2024	5	• Added NY Paid Prenatal Sick Leave
		• Updated Bereavement Leave duration
		• Updated language on eligibility, and use of Medical Salary Continuation
		  ○ Specify when benefit applies
		  ○ Explanation that written request must be made to supplement
			5.3.1
			5.12.1
			5.7
			5.7.1
			5.7.2
				Christine Vink, Lead Benefits Specialist

2/25/2025	4	• Notation of sections for each program in purpose & scope • Vacation carryover exception language • Addition of request for medical documentation • Addition to supplement Salary continuance with banked time • Parental Leave eligibility updated and discontinued use of accruals for the first 5 days. • Addition of Blood Donation • Revised review cycle from every year to every 3 years.	1 5.1.5b 5.3.2 5.7.2 5.8 5.22 8	Adele D'Alessandro, Manager Benefits
6/30/2022	3	• Modified definition of Immediate Family Member • Clarified eligibility for NYS PFL	3 5.5 various	Brenda Verdesi, Manager, Benefits

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

		• Revised for 1/1/2022 Provisional benefit changes • Clarified requirements for jury duty	5.13	
11/25/2020	2	• Removed references to Collective Bargaining Unit Employees throughout policy. • Clarify vacation carryover • Change in NYS voting regulations	2.2 5.2.3 5.5 5.6 5.11 5.16 5.17 5.18 5.20 5.21 5.1.6 5.21	Brenda Verdesi, Manager, Benefits
9/3/2020	1	• Eliminated five policies and incorporated into this new policy: ○ 3.2 Vacation ○ 3.4 Leaves of Absence ○ 3.9 Sick Leave Policy ○ 3.10 Management Salary Continuation ○ 3.11 Management Vacation Donation Program • Waiting period for salary continuation begins on the eighth (versus sixth workday) consecutive calendar day • Employees eligible for Parental Leave benefits after six months of employment (shortened from 12), consistent with PFL • Two NYPA Employees who are caregivers for the same child; each one is eligible for the 11 weeks of Parental Leave benefit • New hires eligible for salary continuation after one month of	All	Brenda Verdesi, Manager, Benefits

		employment (shortened from one year) • Employees can use up to two days off for any type of volunteer work as individual or group activity. Simplified criteria for taking days. • Military benefits documented and enhanced from 30-day policy to provide a three-tiered approach for time away for active duty or training; two days travel time; and a paid day for mandated annual military physicals. • Incorporated additional legally required policies: ○ Domestic Violence ○ Cancer Screening ○ Lactation Time & Space ○ Organ & Bone Marrow Donation ○ Election Voting		

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE

This Policy provides the requirements for a New York Power Authority (NYPA) Management Employee to take time away from work under one of the following programs:

- Bereavement time for death in the family
- Blood Donation
- Cancer screening
- Domestic violence
- Election voting
- Family and Medical Leave Act (FMLA)
- Floating holidays
- Holidays
- Jury duty
- Lactation time and space
- Leave of absence
- Long term disability
  Military leave
- New York State Paid Family Leave (NYS PFL)
- Organ and bone marrow donation
- Paid volunteer time
- Parental Leave
- Salary continuation
- Sick
- Sick leave usage
- Unpaid personal leave
- Vacation
- Vacation donation program
- Workers' compensation

2 APPLICABILITY

2.1 This Policy applies to full-time and part-time permanent and provisional management NYPA Employees (as defined in EP 3.1). Unless specified (e.g., NYS PFL, FMLA, workers' comp, jury duty, domestic violence, cancer screening, lactation time, voting, Reasonable Accommodation, etc.), and temporary employees (as defined in EP 3.1) are not eligible for such paid leave.

2.2 This Policy does not apply to collective bargaining units or represented Employees.

2.3 Contingent workers whose compensation is paid directly by a third party, individuals who are not paid directly through the Authority's payroll system, or who are classified by the Authority as consultants and/or independent contractors, are *not* eligible for or entitled to participate in or receive benefits under any benefit plan, policy, or practice offered by the Authority, its parents, affiliates, subsidiaries, or successors.

2.4 Time away from work taken under this Policy may run concurrently with the NYS Paid Family Leave or Family and Medical Leave Act (FMLA), if applicable. For more information on family and medical leave, see EP 3.3.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

2.5 Employees can request a Reasonable Accommodation by contacting the Office of Civil Rights and Inclusion. Reasonable accommodations will be considered according to CP 1-11.

3 TERMS AND DEFINITIONS

accrual – the number of sick or vacation days an employee has earned during the calendar year but has not taken.

committee – a group of representatives from HR, Benefits, Legal, Ethics, Employee Relations, and the local HR representative.

contingent worker – workers who are not employed by NYPA and whose compensation is paid directly by a third party.

credits – the number of vacation days added to an employee's vacation balance on January 1 of each calendar year, or for new employees on their effective employment date.

critical personal situation – a personal crisis of a severe nature that directly impacts the Employee. This may be a critical or catastrophic illness or injury of the employee (non-work related) or an immediate family member (spouse, domestic partner, child, parent or other relationship in which the employee is legal guardian or sole caretaker) that poses a threat to life and/or requires inpatient or hospice health care. Such a situation may also include a natural disaster impacting the employee's primary residence, such as a fire or severe storm.

employee(s) – permanent and provisional management employees.

EML – **employee medical leave** – an employee's qualifying serious health condition that makes them unable to perform their work duties but eligible for this leave. EML may be work related or non-work related.

FML – family and medical leave

FMLA – Family and Medical Leave Act

immediate family – an employee's spouse, parent, stepparent, sibling, sibling's spouse, child, stepchild, child/stepchild's spouse, grandparents, grandchildren; or an employee's spouse's parent, sibling, children, or grandparents. For these purposes, a spouse includes one's domestic partner.

LTD – long term disability

management – non-bargaining unit Authority employee(s).

NYS PFL – New York State Paid Family Leave

parental leave – time away from work for the birth of a child and to bond with the newborn within one year of birth. Also, time away from work in connection with the birth of, bonding with, or travelling for a child for adoption or foster care within one year of initial placement in the home, or adoption, whichever comes first.

provisional – a worker who works full time on a specific project or assignment for one year to three years and who is paid directly by the Authority.

PVT – paid volunteer time

reasonable accommodation – assistance or changes to a position or workplace that will enable an employee to perform their job duties despite having a disability or pregnancy-related condition or having to engage in a religious practice or observance.

4 RESPONSIBILITY

Responsibility for and oversight of this Policy resides with the approver unless otherwise noted herein.

5 SCOPE

NYPA offers the following time-away-from-work benefits to eligible Employees. An Employee who needs any of the following time away from work must notify and obtain the approval of their supervisor as soon as possible. The Employee's time, with the reason for the absence, must be entered in the Payroll time entry system, and the appropriate documentation must be submitted to their supervisor. NYPA will provide these and other types of time away from work following New York State and/or Federal Laws and regulations. Employees can request a Reasonable Accommodation by contacting the Office of Civil Rights and Inclusion. Reasonable Accommodations are considered according to CP 1-11.

5.1 Vacation

5.1.1 Permanent and Provisional full-time Management Employees receive vacation days as follows:

a) Employees are credited with 20 vacation days on January 1 of each year.

b) In an Employee's first year of NYPA employment, vacation days are credited on a pro-rated basis (rounded up to the nearest half day), based on the Employee's date

of employment (1/12th of 20 vacation days, or 1 2/3 days for each month of service). For example, if employment began in April, the Employee receives 15 vacation days for the year. If employment begins in December, the Employee receives two vacation days.

c) Employees who have 11 or more years of eligible NYPA service will be credited with an additional half vacation-day on January 1 immediately after they attain 11 years of eligible service. (See EP 1.9, for transferred time eligibility criteria.) For each succeeding year of service, another half day will be credited on the following January 1 of each year until a maximum of 25 days per year is credited upon the January 1 after reaching 20 years of service.

d) If you are on Family and Medical Leave, Salary Continuation, Paid Family Leave, Parental Leave, Military Leave, or any paid leave of absence, you are credited with vacation on January 1. All other leave types (e.g., unpaid personal leave, medical leave extending beyond 12 weeks of FML, long term disability) result in pro-rated time credit upon return to work.

5.1.2 Permanent part-time Management Employees are credited vacation days on a pro-rated basis contingent on the assigned number of hours worked per week. If part-time Employees become full-time during the year, their vacation days for the year will be adjusted on a pro-rated basis.

5.1.2 Employees may use approved vacation days in full- or half-day increments.

5.1.3 Once an Employee has submitted a voluntary resignation or retirement per Employee Policy 1.6 Separation from Service, vacation usage is subject to supervisory approval. To be eligible for unused accrued vacation payout, an Employee must be physically at work on their last day of employment.

5.1.4 Up to 40 vacation days may be carried over from one year to the next. In the event of an Employee's death, payment for accrued and unused vacation days will be paid in coordination with Section 5.3.7.

a) Periodically, NYPA may offer eligible Employees the opportunity to cash out vacation days. This is solely at the discretion of the business and terms and conditions will vary based on business need.

b) Employees holding more than 40 vacation days may request an exception to carry over additional days only after taking advantage of any cash out opportunity and only

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

due to extenuating business circumstances. Requests are required to include the circumstances related to the work limitation preventing the Employee from using time off. Requests must be first approved by the business unit head, or their designee, and the designated HR representative. Requests must be submitted no later than January 10th of the upcoming year to the designated HR representative.

5.2 Vacation Donation Program

5.2.1 NYPA recognizes that Employees may have a family emergency or a personal crisis that has a severe impact on them, resulting in the need for time off that exceeds their available sick/vacation time. To help them, the Vacation Donation Program allows staff to donate vacation time to be held in a bank for staff to use when on leave for a Critical Personal Situation.

5.2.2 The Vacation Donation Bank (referred to as "the Bank") is a general bank of days that has been voluntarily donated by eligible NYPA Employees from their unused vacation balances. As time donated from Employees will differ in value, the allocation and distribution of this leave will be calculated based on value and not time.

5.2.3 The Bank is for use by active, eligible Management Employees.

5.2.4 Under IRS regulations donations are taxable compensation based on the donor's rate of pay at the time of donation and will be treated as W-2 wages for the donee. Bank payments received by an Employee are valued at their current salary at the time of request and treated as W-2 wages for all income and employment tax-withholding purposes.

5.2.5 Criteria for Donating Leave

All eligible Employees who choose to donate vacation time must have a minimum of one year of service and must meet the guidelines outlined below. Only Employees who have donated unused vacation balances can apply to participate in the plan as a recipient.

a) Donors must have a minimum of five days remaining in their vacation bank after donating vacation day(s).

b) Employees must donate at least one day each calendar year to remain active in the plan year, which is the following calendar year. There is no maximum as to how many days one can donate.

c) Employees cannot borrow against future vacation time to donate.

d) All donations must be in full day increments only.

e) Part-time Employees may donate their full-day equivalent, and their participation in the plan will be calculated on a pro-rated basis.

f) Employees on 12-hour shift schedules will donate in eight-hour day equivalents. Their participation in the plan will be based on an eight-hour workday, five-day work week.

g) Employees on a leave of absence during the donation period may not donate their time.

h) All donations are irrevocable.

i) Donors will remain anonymous.

5.2.6 Eligibility for Receiving Donations

All eligible Employees with one year of service at NYPA are eligible to make a request. Guidelines are as follows:

a) Employees who would like to make a request to receive donated leave must have circumstances that qualify as a Critical Personal Situation.

b) All requests must be made on the Critical Personal Situation Request Form.

c) Employees making the request must have depleted all sources of paid time off, including sick time, vacation time, floating holidays, New York State Paid Family Leave, Parental Leave, and salary continuation, if applicable.

d) Employees will not be granted leave from the donation bank instead of, or as a supplement to, long-term disability benefits.

e) Full-time Employees who are eligible to receive donated leave may receive up to four weeks in a 12-month period calculated as the 12-month period measured forward from the first day of the vacation donation usage. Time can be taken consecutively or

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

intermittently in full days. Part-time Employees may receive up to four weeks at a pro-rated amount.

f) All time allocated from the donation bank will be converted and distributed based on dollar value of the recipients' rate of pay at the time of request, not by donated hours.

g) Illnesses and/or injuries may not be job related.

h) Illnesses and/or injuries must be supported by acceptable medical documentation as determined by the review committee. By signing the application for this paid leave, Employees are agreeing that their personal information may be shared with the Committee making decisions on this request. Every effort will be made to maintain confidentiality.

5.3 Sick

5.3.1 Sick time is provided to address the following scenarios and is not to be substituted for any other types of absences:

a) an Employee's illnesses or injuries

b) an Employee's trips to a health care provider (including reasonable travel and actual visit time)

c) an immediate family member's illness or injury

d) FML, as specified in EP 3.3.

e) New York State Paid Family Leave, if Employee elects to use accrued sick leave while on PFL.

f) Effective January 1, 2025, NYPA full-time, part-time, and provisional management employees who are pregnant may be eligible for up to 20 hours of paid time off during any 52-week period for prenatal medical care appointments. This time off may be used to receive medical care during an employee's pregnancy, such as doctor visits, medical procedures, monitoring and testing, and discussions with a health care provider related to the pregnancy.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.3.2 The Authority may require written medical documentation of an illness or injury, and/or that the Employee be examined by a physician designated by the Authority before approving the use of any sick leave and/or prior to the Employee's return to work. In addition, supervisors may request a doctor's note to confirm/verify a medical appointment on a given day and time.

5.3.3 Full-time Permanent and Provisional Management Employees accrue sick time as follows:

a) 3.46 hours per pay period if on a 37.5-hour work week

b) 3.69 hours per pay period if on a 40-hour work week

5.3.4 Part-time Management NYPA Employees (working 20 or more hours per week, but less than full-time weekly work hours) and provisional Employees that work less than full-time (working at least 30 hours or more per week) accrue sick leave on a prorated basis based on the number of hours the Employee is scheduled to work.

5.3.5 There is no maximum on the amount of sick leave credits that may be carried over from one year to another.

5.3.6 If, for an entire pay period, an Employee is on a personal leave of absence without pay, medical leave extending beyond 12 weeks of FML (see EP 3.3), or long-term disability (LTD), they will not accrue sick leave Credits until they return to work.

5.3.7 In the event of death, payment for accrued and unused sick and vacation time will be paid first to the beneficiary as named in the Employee's group life insurance policy as permissible under the NYS Surrogates Court Procedure Act § 1310 ("SCPA") with the remainder (if any) paid to the estate of the decedent. If no allocation is permissible under the SCPA, the entire amount of unused vacation and sick leave will be paid to the estate of the decedent.

5.3.8 Sick leave will be paid out to Employees who qualify as a NYPA retiree (see EP 3.1). Details on payout options at retirement are available in the Retiree Benefits Guide on nypa.gov/benefits.

5.4 Holidays and Floating Holidays

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

NYPA provides paid holidays each year as listed in the NYPA Holiday Schedule on nypa.gov/benefits. Floating holidays are also provided as paid days off from work in lieu of certain regular holidays. Employees actively at work, on FML, PFL, Parental Leave, or any paid leave of absence are credited with one floating holiday on the first day of each quarter, not to exceed four in a calendar year. Floating holidays do not roll over to the following year and are not paid out.

5.5 New York State Paid Family Leave (PFL)

NYPA provides Employees eligible for PFL (see below) with paid time off for bonding with a new child, caring for a sick family member, or assisting loved ones when a family member is called to active military service abroad as defined in New York State's Paid Family leave law. For further information, contact your local HR Representative or HR Services, who will calculate your eligible paid time based on any other time away from work policies, which may run concurrently with PFL.

PFL covers all types of NYPA Employees including temporary status. PFL is not optional for eligible Employees, coverage may only be waived if an Employee works:

- A regular schedule of less than 20 hours per week and will not work 175 days in a year or
- A regular schedule of 20 or more hours per week but will not be in employment for 26 consecutive weeks.

5.6 Family and Medical Leave Act (FMLA)

NYPA provides Employees with job protection under this law, which requires larger employers to provide Employees with up to 12 weeks of unpaid job protected leave for a serious health condition for yourself or a family member. Such qualified medical and family reasons may include adoption, pregnancy, foster care placement, family or personal Illness, or military leave (see E.P. 3.3).

5.7 Management Salary Continuation

Salary continuation is available during an approved Employee Medical Leave (EML) and runs concurrent with Family Medical Leave (FML), when applicable. If the EML is intermittent, then intermittent FML runs concurrently. Benefits begin on the eighth consecutive calendar day of an Employee's disability or after their sick leave is exhausted, whichever is later, and total eligibility cannot exceed 11 weeks in a 12-month period.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.7.1 Employees must have worked for NYPA for at least one month to be eligible to receive salary continuation. The 50% base pay benefit will begin automatically when meeting the criteria above.

5.7.2 Employees have the option of using vacation days and/or floating holidays to supplement their salary continuation to receive full pay. Employee must elect in writing to supplement the 50% continuation pay.

5.7.3 For part-time or Provisional Management Employees that are less than full time, Salary continuation will be paid on a prorated basis based on their weekly work schedule.

5.8 Parental Leave

NYPA provides 12 weeks of Parental Leave to Employees and runs concurrently with FML and PFL, when applicable. Employees are eligible on their date of hire for 100% of the Employee's base pay per day during the covered leave period.

If two NYPA Management Employees are the caretakers for the same child, both are eligible to take Parental Leave. Both Employees may take leave consecutively or intermittently, and simultaneously. However, time off approval will be consistent with business necessity and will not be unreasonably denied.

For part-time or Provisional Management Employees that are less than full-time, Parental Leave will be paid on a prorated basis based on their weekly work schedule.

5.9 Performance Assessments While on a Leave of Absence

Annual performance assessments should be based on performance in the previous assessment year, regardless of the length of time the Employee was on an approved paid leave. Merit increases will be paid retroactively upon an Employee's return to work (see EP 2.1).

Other increases while on leave will be determined on a case-by-case basis.

In neither situation will the amount of the increase be affected by the leave.

5.10 Long Term Disability (LTD)

Employees may be eligible for benefit payments under the Long-Term Disability (LTD) Plan they elected once they have been on leave for three consecutive months for their

own illness or injury, and after they have exhausted all of their accrued sick time. Information is provided in the LTD booklet available from HR Services.

5.11 Workers Compensation

Employees are provided with Workers' Compensation insurance which provide medical and wage benefits to Employees that are injured or become ill at work.

5.12 Bereavement Time for Death in the Family

5.12.1 NYPA provides eligible Employees five days of paid time off at the Employee's base salary rate, when there is a death in an Employee's Immediate Family as defined in Section 3. Bereavement days can be used consecutively or intermittently.

5.12.2 Employees should use vacation or a floating holiday when the deceased is someone other than immediate family, or if more than the five days provided for in this Policy are needed.

5.13 Jury Duty

5.13.1 NYPA provides eligible Employees paid time off that is needed to fulfill jury duty service. All classifications of Temporary Management Employees are entitled to a leave of absence due to jury duty as required by law. In addition to the required time off, temporary Employees will be paid for the scheduled hours of the first three scheduled days.

5.13.2 The Employee is expected to report to work to the extent reasonably practicable when jury duty requires only part of the day.

5.13.3 Employees are paid for all days served on jury duty at their base salary in effect upon commencement of leave. Upon completion of serving jury duty, apart from federal jury duty, Employees are required to submit copies of any payment received for serving, which will be deducted from their NYPA earnings.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.14 Military

5.14.1 If an eligible Employee is a member of the National Guard or the reserve personnel of the federal uniformed services, they will be allowed a certain number of days off as outlined below, for military service. Days are defined as scheduled workdays.

a) Full, base pay for 30 workdays per calendar year regardless of type of leave (training, drills, active duty, etc.).

b) "Differential pay" for an additional 60 workdays for long-term deployment (greater than 30 workdays), regardless of where deployed and regardless of "act of war" determination. Differential pay is the difference between what the Employee would normally be paid at NYPA minus pay they are receiving from the military. The Employee essentially receives their full NYPA base pay between NYPA and military pay.

c) Differential pay for an additional 90 workdays for long-term deployment outside the U.S., regardless of "act of war" determination.

Workday 1–30	**Workday 31–90**	**Workday 91–180**
Full NYPA base pay	Differential pay between NYPA pay and military pay	Differential pay if on active duty outside U.S.

5.14.2 Documentation of appropriate military orders must be provided prior to the commencement of the leave with as much advance notice as possible. Provide a copy to your local HR Representative.

5.14.3 Upon return from leave, the Payroll Department must receive a copy of the appropriate military orders.

5.14.4 Authorized military leave is paid at an Employee's base salary.

a) Employee will receive vacation Accruals while on military leave.

b) If a holiday falls during paid military leave, the Employee will be paid for the holiday. The holiday will not be counted toward the 30, 60, or 90 workdays.

Additional military benefits:

c) NYPA will fully subsidize COBRA for dependents not covered under military health plans (i.e., children over 21 up to age 26) while deployed for up to the three-year COBRA eligibility period.

d) Veterans will receive one paid day off each calendar year for a mandated VA military physical, if required, while actively at work.

e) Reservists will receive two paid days per calendar year for travel to military training, drills, etc.

5.15 Unpaid Personal Leave

5.15.1 Before an Employee is placed on an unpaid personal leave, they must exhaust all accumulated vacation and floating holiday leave time. Accumulated sick leave Credits may not be used for personal leave purposes.

5.15.2 Unpaid leaves of absence, to pursue personal interests, will be considered on an individual basis if the absence will not adversely affect the department's work goals and needs.

5.15.3 Job security while on unpaid personal leave will be considered by the respective department in consultation with the Heads of the Business Unit and Human Resources or its designee. Such approvals will be consistent with business necessity and will not be unreasonably denied.

5.15.4 The Employee is responsible to pay the benefit contributions during an unpaid personal leave. Arrangements can be made to make up all missed contributions upon return to work.

5.15.5 Long-term disability insurance coverage will cease at the commencement of an approved unpaid leave but will resume upon the Employee's return from leave. New York State Retirement System participation will continue but the Employee will not earn service credit during the unpaid period of the leave. Service Credit will resume upon an Employee's return from leave.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.15.6 If an Employee is on unpaid personal leave on January 1, they will receive sick and vacation time Credits on a pro-rated basis upon their return to work. If an Employee receives sick and vacation Credits on January 1 and commences an unpaid leave after that date, they keep the sick and vacation time Credited on January 1.

5.15.7 When an Employee is on an unpaid personal leave, they will not receive holiday pay if a holiday occurs during the leave.

5.15.8 Before an Employee's return from an approved unpaid personal leave, the supervisor must notify their local HR Representative, so that the necessary payroll and benefits transactions can be initiated to return the Employee to active status. The Employee cannot return to work at their discretion.

5.16 Domestic Violence

NYPA will provide Employees with Reasonable Accommodation to victims of domestic violence per New York State Law. Employees can request reasonable time off for the following reasons:

a) Seek medical attention for injuries caused by domestic violence

b) Obtain services from a domestic violence shelter, program, or rape crisis center

c) Obtain psychological counseling related to an incident of domestic violence

d) Participate in safety planning or to take other actions to increase safety from future incidents of domestic violence

Obtain legal services, assist in the prosecution of the offense, or appear in court in relation to the incident of domestic violence.

For any type of Reasonable Accommodation, contact the Office of Civil Rights & Inclusion. Employee Relations and local HR representatives can provide support to Employees who have concerns related to Domestic Violence.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.17 Cancer Screening

5.17.1 Per New York State law, Employees are eligible for up to four hours, on a calendar year basis, to undertake a screening for cancer.

5.17.2 Employees are entitled to this time away from work for cancer screening scheduled during their regular work hours. If an Employee undergoes cancer screenings outside their regular work hours, they do so on their own time.

5.18 Lactation Time and Location

NYPA will provide Employees with a reasonable paid break time or mealtime each day to allow an Employee to express milk for nursing a child for up to three years following the birth of the child. NYPA shall also make reasonable efforts to provide a room or location near the work area, where the Employee can express milk in privacy. If you need this accommodation, contact your local HR representative.

5.19 Paid Volunteer Time (PVT)

5.19.1 NYPA will provide up to two days of Paid Volunteer Time (PVT) annually to Permanent and Provisional full-time, active-duty Employees to volunteer with approved, eligible charitable and not-for-profit entities having Federal tax-exempt or tax-deductible status.

5.19.2 The days may be used for an individual or team volunteer project.

5.19.3 Employees may request PVT in full-days or half-days. PVT hours must be used during normal business hours. PVT will be paid at an Employee's normal rate of pay and is not subject to overtime rates or any other expenses that are associated with such leave. Unused PVT may not be carried over to the next calendar year.

5.19.4 Employees requesting PVT must obtain advance supervisor and Human Resources approval on the PVT Request Form. Additional approval of the Ethics and Compliance Office is required where conflicts of interest or other ethics issues may exist.

Volunteering that is part of a NYPA Team Building activity or Employee Resource Groups, will not count towards your PVT days.

NYPA cannot approve requests for certain activities/projects, including, but not limited to, those which:

a) pose a potential conflict of interest for NYPA or are not aligned with the Code of Conduct

b) pose safety or security risks to Employees (e.g., clean-up work at a disaster site)

c) benefit charities or fundraisers with the sole purpose of providing support to a named individual or a named family

d) influence legislation, lobbying activities or involve appointed or elected officials, political parties or political initiatives.

e) involve religious programs of churches, temples, mosques, or other sectarian organizations

5.20 Organ/Bone Marrow Donation

5.20.1 NYPA will provide leave with pay for Employees who are either bone marrow donors or organ donors per New York State Law. Employees can take up to seven days paid leave to undergo a medical procedure to donate bone marrow and up to 30 days paid leave to serve as an organ donor. Such leave shall be in addition to any other sick or vacation leave.

5.20.2 The provisions of this section do not affect an Employee's rights with respect to any other Employee benefit otherwise provided by law.

5.21 Election Voting

5.21.1 Per New York State law, all registered voters are eligible for up to two hours of paid time off to vote if they do not have "sufficient time to vote" (i.e., four consecutive hours to vote before or after their work schedule), to enable them to vote in any public election. Public elections include federal, state or local elections or primaries. See New York State Voting Leave Rights for details.

https://www.elections.ny.gov/NYSBOE/elections/TimeOffToVoteFAQ.pdf

5.21.2 Employees must be registered to vote and must provide their manager with at least two days advance notice of the need for the time off. Managers may designate whether this time must be taken at the beginning or end of the shift.

5.22 Blood Donation

5.22.1 Per Chapter 530 of the Civil Service Law Section 159, Employees are eligible for up to four hours of paid time off on an annual basis to donate blood.

5.22.2 Employees may be required to provide written proof from the donation center.

6 VIOLATIONS

N/A

7 REFERENCES

7.1 EP 3.3 Family & Medical Leave Act

PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

7.2 EP 3.1 Management Employee Categories and Eligibility for Benefits

PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

7.3 New York State Law

NYS Dept of Labor

7.4 Human Rights Law

NYS Human Rights Law

7.5 New York State Paid Family Leave Law

NYS Paid Famil Leave

7.6 CP 1-11 Reasonable Accommodation

PowerNet > Quick Links > Policies & Procedures > Company Policies and Procedures

7.7 EP 1.9 Transfer or Reemployment in Public Service

PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

7.8 EP 2.1 Salary Administration

PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

7.9 EP 1.6 Separation from Service

PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every 3 Years

9 ATTACHMENTS

N/A

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	02/25/2025	Approve
Executive Owner	Jack, Valerie	Director Total Rewards	02/25/2025	Approve
Content Owner	Vink, Christine	Lead Benefits Specialist	02/25/2025	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**Performance Improvement**
Document Type:	Employee Policy
Document Number:	EP 4.2
Revision Date:	05/09/2024
Content Owner:	Kapoor, Harsimran

Performance Improvement

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
5/7/2024	14	Clarifying language Clarifying language related to timeliness of reporting	1 5.1	Harsimran Kapoor, Lead Employee Relations
3/17/2022	13	Clarified language and incorporated gender-neutral language	5	Rani Pollack, Director, HR & Employee Relations
5/22/2019	12	Clarified Purpose and Scope Removed HR and Supervisors from Responsibility Section Updated Section Title Deleted that employees can challenge “written” discipline and updated to “discipline” Clarified that employees may discuss concerns about performance improvement through their leadership chain	1 4 5 5.1.3 5.1.3	Rani Pollack Director, HR & Employee Relations
7/11/2017	11	Uploaded information to a new format. This policy had ten (10) revisions under the old format. Explained the two formal methods used to support performance improvement: the performance review process and disciplinary action Expanded on the “Purpose and Scope”	N/A Multiple sections	Rani Pollack Director, HR & Employee Relations

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA’s approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

		Detailed employee's options if they disagree with a performance review or written discipline	1 5.1	
		Explained that for "did not meet expectations" performance review ratings and disciplinary action, supervisors must work with a Human Resources Representative	5.1	
		Added section describing that individual outcomes and resolutions are unique	5.2	

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE AND SCOPE

This Policy outlines managers' responsibilities to address Management Employees who demonstrate unacceptable or poor job performance and/or workplace conduct deficiencies at any time.

Two formal avenues for communicating performance and/or conduct deficiencies may be initiated, if coaching and feedback are unsuccessful (see Section 5):

- Performance Review Process
- Disciplinary Action

The focus of these formal communications is to reaffirm performance expectations and improve the unacceptable behavior, performance and/or conduct. Based on the merits of the situation, managers should use the performance review process to accurately reflect performance feedback and/or disciplinary action to formally acknowledge to the employee the need for improvement.

2 APPLICABILITY

This Policy applies to all Management Employees.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Management Employees – Non-union employees

Human Resources (HR) Representatives – Employee Relations, Site HR, and HR Business Partners

4 RESPONSIBILITY

Responsibility and oversight of this Policy reside with the approver unless otherwise noted herein.

5 POLICY IMPLEMENTATION

5.1 Actions to Address Performance Deficiencies

When a manager identifies deficiencies in an employee's performance or conduct, they should not wait for the year-end performance review but should promptly address the issues, including maintaining appropriate documentation of the conduct and actions taken to engage the employee(s). If necessary, performance and/or conduct concerns can be addressed through disciplinary action, which may include a verbal, written, or final warning. However, such warnings need not be consecutive, and the approach may vary based on the merits of the situation and management's discretion.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Managers should work with HR Representatives when addressing performance deficiencies. Employee Relations needs to be involved in drafting disciplinary memos or other documentation as needed.

5.1.1 HR Representatives are available to discuss the situation with the manager, to:

- Assist with improving performance deficiencies
- Provide guidance to the manager and employee at any point, as appropriate

HR Representatives and managers are strongly encouraged to collaborate with Employee Relations if the employee is anticipated to receive an overall year-end performance review rating of Below Expectations. Collaboration with Employee Relations is mandatory for an overall rating of Does Not Meet Expectations and/or if disciplinary action is being considered or issued to the employee.

5.1.2 If the employee has concerns with their performance review or discipline, they may communicate as follows with:

- Their manager and/or up through their business unit's leadership team
- HR Representatives
- Employee Relations by writing a rebuttal, which will be attached to the original document and maintained in the Employee Relations file

5.2 Individual Outcomes and Resolutions are Unique

The purpose of the performance improvement process is to help employees reach success in their roles. It is important to recognize that each situation is unique. How employees respond to performance feedback and how the manager handles the timeframe and outcome are based on the particular circumstances.

Managers should partner closely with HR Representatives when addressing performance deficiencies and/or misconduct.

6 VIOLATIONS

N/A

7 REFERENCES

Powernet > Business Unit > Human Resources > My Career > Quick Links > Performance Management

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on every other year of the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Employee Policy Title:
Performance Improvement

Employee Policy Number:
EP 4.2

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	05/09/2024	Approve
Executive Owner	Pollack, Rani	Director HR & Employee Relations	05/08/2024	Approve
Content Owner	Kapoor, Harsimran	Lead Employee Relations Specialist	05/08/2024	Approve
BCG	dawn.memon@nypa.gov	BCG Team Member	05/07/2024	Approve

Title:	**Fitness for Duty**
Document Type:	Employee Policy
Document Number:	EP 4.5
Revision Date:	05/29/2024
Content Owner:	Scarpelli, Franco

Fitness for Duty

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
5/15/2024	4	Added Federal Drug-Free Workplace Act of 1998 language	5.2.3 – 5.2.5	Franco Scarpelli, Occupational Health Nurse Practitioner
5/29/2024	3	Policy owner transferred to Occupational Health in collaboration with Human Resources and Labor Policy streamlined and procedures moved to separate documentation	All	Franco Scarpelli, Occupational Health Nurse Practitioner
5/13/2016	2	Uploaded information to a new format. This policy had one (1) revision under the old format. Clarify policy is only for Management Employees. References to IBEW and contractors was eliminated Labor & HR unit of the law department consulted on violations Incorporate Compassionate Care Act regulation to policy	N/A 2 Various 5.8 5.10 & 5.11	Brenda Verdesi, Manager Benefits

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

1 Purpose and scope 2
2 Applicability 3
3 Initialisms (Acronyms) and Definitions 3
4 Responsibility 4
5 Policy implementation 5
6 Violations 7
7 References 7
8 Policy Review and Expiration 7
9 Attachments 7

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE AND SCOPE

This Policy supports the New York Power Authority's (Authority) commitment to the following:

- Providing a workplace that is free of drug/alcohol misuse and impairment
- Maintaining a safe, healthy, and productive working environment
- Ensuring appropriate intervention when fitness for duty concerns are identified
- Respecting employee rights, including applicable collectively bargained rights
- Preserving public confidence placed in the Authority and its employees
- Complying with all applicable rules, laws, and regulations

In keeping with this Policy, Authority Employees and affiliates must report to work physically and mentally fit for duty and remain fit for duty throughout the entire work shift and in any additional instances an employee is representing NYPA (see Section 5.1). Employees must be able to perform all their required job duties without impairment due to, but not limited to, a medical, physical, or psychological condition, or the use/misuse of alcohol or drugs.

2 APPLICABILITY

2.1 Covered Individuals

This Policy applies to all Employees, as defined in Section 3.

2.2 Covered Situations, Generally

This Policy is applicable to situations in which there is Reasonable Suspicion to indicate that an Employee may not be physically or mentally fit to perform all their required job duties or that they pose a danger to themselves, to other individuals, or to the safe and good working order of the Authority, its operation, or its facilities.

2.3 Covered Situations, Drug- and/or Alcohol-Related

Specific processes regarding Fitness for Duty related to Employees' use of drugs and alcohol are set forth in EP-Pro 4.5A.

2.4 Regulatory-Specific Situations and Individuals

Additional requirements must be met for those Employees whose job duties fall under Federal Department of Transportation (DOT) or United States Coast Guard (USCG) regulations. These requirements are defined in 49 CFR parts 40 and 382, 33 CFR part 95, and 46 CFR parts 4 and 16.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Note: Initialisms and Definitions applicable to drugs and alcohol-related fitness for duty are set forth in EP-Pro-4.5A, Fitness for Duty – Drugs and Alcohol.

ADA – The Federal Americans with Disabilities Act

Employees – Individuals employed by NYPA, including permanent, provisional, temporary workers and interns, persons represented by collective bargaining units and management employees.

Employee Assistance Program (EAP) – The Authority's outsourced counseling program offering assessment, short-term counseling, and referral services to employees for a wide range of drug, alcohol, and mental health problems, and monitoring of employees' progress while in treatment.

Fitness for Duty/ Fit for Duty (FFD) – An employee is considered fit for duty when they can perform all the functions of their position unimpeded by physical or mental impairment or due to the use/misuse of drugs and/or alcohol.

Fitness for Duty Evaluation – A medical evaluation performed by an appropriately credentialed medical practitioner authorized to do so by NYPA.

Reasonable Suspicion – An opinion any prudent person would form based on observation or testimony from credible sources that another individual may be Unfit for Duty.

Unfit for Duty / Lack of Fitness for Duty – An employee is considered unfit for duty when they cannot perform all the functions of their position due to a physical or mental impairment or due to the use/misuse of drugs and/or alcohol.

Workers Compensation – Refers to the New York Workers' Compensation Law.

4 RESPONSIBILITY

The Occupational Health Nurse Practitioner maintains this document and keeps it up-to-date.

5 POLICY IMPLEMENTATION

5.1 Roles and Responsibilities

5.1.1 The Authority's Head of Human Resources delegates the responsibility for implementation and coordination of this Policy at the Authority's White Plains and Albany offices to the Director of Employee Relations.

5.1.2 The Authority's Head of Human Resources delegates to Regional Managers and their respective staff the responsibility for implementation and coordination of this Policy at all other worksites, to be conducted with the Director of Labor Relations (regarding represented Employees) and facility Human Resources (regarding management Employees).

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.1.3 All managers and supervisors are required to enforce this Policy, including escalating concerns regarding an Employee's Lack of Fitness for Duty upon Reasonable Suspicion.

5.2 Expectation of Fitness for Duty

5.2.1 All Employees are expected to report to work Fit for Duty and to remain fit throughout their entire work shift and on all occasions when they are representing the Authority.

5.2.2 The expectation of Fitness for Duty applies to all periods of remote work, during work performed by Employees on behalf of the Authority at non-NYPA sites, and while representing the Authority during other authorized activities and events.

5.2.3 The manufacture, distribution, dispensing, possession, or use of a controlled substance without a valid prescription is unlawful and prohibited in the workplace.

5.2.4 Under the Federal Drug-Free Workplace Act of 1998, Employees working on any federal contract over $250,000 in value or any federal grant must report any criminal drug statute conviction for a violation occurring in the workplace within five days of such conviction to their agency. Such report shall be made to the appropriate Human Resources or Employee Relations representative.

5.2.5 Upon notice of a conviction under Section 5, "Policy Implementation", the Authority must, within ten (10 calendar days of receiving notice of any drug conviction in the workplace, provide notice, including position or title, to the appropriate ETA Grant Officer and shall include the identification number(s) of each affected grant and the Employee's position title.

5.3 Reasonable Suspicion of Lack of Fitness for Duty

An Employee reasonably suspected of being Unfit for Duty is to be referred for a Fitness for Duty Evaluation. Reasonable Suspicion may be based on reliable observation of a compromised or deteriorated physical or mental condition, or articulable symptoms of an employee's appearance, actions, behavior, speech, or body odor, which could diminish their performance of duties or tasks, or be based on such symptoms that interfere with NYPA's obligation to maintain a safe and healthy workplace.

5.4 Evaluation Process Generally

5.4.1 The Fitness for Duty Examination(s) shall be conducted in a timely and thorough manner and will involve a determination regarding the Employee's physical and/or mental capacity to perform their assigned duties and/or essential job functions effectively and safely.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.4.2 At the conclusion of the Fitness for Duty Evaluation, the medical evaluator shall determine whether the Employee is Fit for Duty and deliver a written report summarizing their evaluation and related determinations. This report will be provided to the designees as set forth in Section 5.1. This information will be handled following applicable HIPAA privacy protections, and confidentiality will be treated appropriately.

5.4.3 Any Employee deemed Fit for Duty or Unfit for Duty pursuant to this Policy will receive a written determination stating the same.

5.4.4 All costs associated with implementation of this Policy will be borne by the Authority.

5.5 Applicability to Return to Work Following Period of Absence

This Policy may also be used prior to Employee's return to work following a period of leave of absence attributable to a Worker's Compensation claim, use of Family Medical Leave Act (FMLA) or other paid leave status or following a referral to the Authority's Employee Assistance Program (EAP), where the Employee is reasonably suspected of being Unfit for Duty.

5.6 Applicability to Reasonable Accommodations

When an Employee with a qualifying disability under the Americans with Disabilities Act (ADA) requests a reasonable accommodation, NYPA may require a Fitness for Duty Evaluation as follows: (i) in circumstances where the need for reasonable accommodation and/or the Employee's functional limitations are not clearly established; and/or (ii) to determine whether the Employee can perform the essential functions of their position.

5.7 Refusal to be Evaluated

Any Employee who refuses to cooperate with a Fitness for Duty Evaluation will be subject to disciplinary action, up to and including termination of employment.

5.8 Prohibition on Misuse, Including Retaliation

5.8.1 Action undertaken pursuant to this Policy shall occur in a manner that shall not infringe on an Employee or group of Employees' protected class status, including, but not limited to, disability or arrest/conviction record. Further guidance regarding protected class status and prohibitions on discrimination, harassment and retaliation is contained in NYPA Policy CP 1-14.

5.8.2 This Policy shall not be construed as limiting an Employee's ability to seek a reasonable accommodation of a qualifying disability or pregnancy-related condition pursuant to the ADA, the New York State Human Rights Law or other applicable authorities or guidance. Such requests are to be made to NYPA's Office of Civil Rights and Inclusion. Further guidance is contained in NYPA Policy CP 1-11 (see Section 7, References).

6 VIOLATIONS

Violations of this Policy and related policies and procedures by Employees may result in disciplinary action up to and including termination.

7 REFERENCES

7.1 CP 1-11 Reasonable Accommodation Policy for Applicants and Employees with Disabilities

PowerNet > Quick Links > Policies & Procedures > Company Policies

7.2 CP 1-14 Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination

PowerNet > Quick Links > Policies & Procedures > Company Policies

7.3 EP-Pro 4.5A Fitness for Duty: Drugs and Alcohol

PowerNet > Quick Links > Policies & Procedures > Employee Policies

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saez, Brian	SVP Power Supply	05/29/2024	Approve
Executive Owner	Saslow, Karina	SVP Human Resources	05/27/2024	Approve
Content Owner	Scarpelli, Franco	Occupational Health Nurse Practitioner	05/22/2024	Approve
BCG	dawn.memon@nypa.gov	BCG Team Member	05/22/2024	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Employee Policy Title:
Attendance and Flexible Hours

Employee Policy Number:
EP 4.6

Title:	**Attendance and Flexible Hours**
Document Type:	Employee Policy
Document Number:	EP 4.6
Revision Date:	03/03/2025
Content Owner:	Kapoor, Harsimran

Attendance and Flexible Hours

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
3/3/2025	15	Title change from EVP to Head of HR	Sec. 4	Rani Pollack Director, HR & Employee Relations
9/19/2022	14	Minor clarifications Flex-time program discontinued Deleted Work from Home section and replaced with Work Site Attendance and Remote Working Updated Flex time schedule eligibility	Section 5 5 5.3	Rani Pollack Director, HR & Employee Relations
3/17/2022	13	Minor clarifications and gender-neutral language updates throughout Notated Flextime Schedules suspended and replaced by NYPA's Flexible Hybrid Work Guidelines	5.3	Rani Pollack Director, HR & Employee Relations
10/8/2019	12	Added- only under extraordinary situations will the transmission and generation facilities be closed Added- emergency notification system phone number Added - employees should update emergency contact information in MyPageNYPA as needed Added- how/when emergency closures will be determined and communicated	5.4	Rani Pollack Director, HR & Employee Relations

		Clarified- employees are required to use paid time off if they had a pre-scheduled absence on the day of an emergency closing Added- employees should use good judgment when deciding to travel to work in adverse conditions.		
11/1/2016	11	All employees maintaining a "meets expectations" or better performance review rating are eligible, at management's discretion, for flex time schedule participation unless an employee's grade/title falls within the established exceptions. Clarified- More than one absence in a pay period disqualifies flex time schedule participation during that pay period. Work from home section added with associated parameters	5.3 5.3 5.5	Rani Pollack Director, HR & Employee Relations
3/18/2016	10	Uploaded information to a new format. This policy had nine (9) revisions under the old format. Defined- flexible hours and flex time schedules Deleted- section requiring employees to be present on their last day of work. This verbiage is duplicated in the "Separation from Service" policy. Clarified- In order to participate in flex time schedules during a given pay period, employees must not be absent two days or more in a given payroll period.	N/A 3 5.2 5.3	Rani Pollack Director, HR & Employee Relations

		Added- Employees' participation in the flex time schedule is contingent on satisfactory job performance and is at managers' discretion. Added- Employees' pre-scheduled absence on the day of an emergency closing will remain as planned when requested off.	5.3 5.4	

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE AND SCOPE

To ensure an efficient and productive work environment, this Policy establishes hours of daily work, workweek, flexible hours and work site schedule, punctuality guidelines, and guidelines for reporting to work in the event of inclement weather, transportation or other emergency situations for Management employees. The work hours, workweek and lunch schedules may vary at different NYPA work locations.

2 APPLICABILITY

This Policy applies to all Management employees. The Authority expects all employees, regardless of location, to assume responsibility for their attendance and promptness, and to begin work no later than their designated start time. Employees should anticipate that NYPA work locations will be open every workday.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

EMC – Executive Management Committee

Flexible hours – The daily hours of work may vary based on department needs. The typical workday may begin anytime between 7:00am and 9:30am.

Management employees – Non-union represented employees.

Non-exempt employee – One whose job duties do not meet the established tests for exemption under certain wage and hour laws of the Fair Labor Standards Act, as enforced by the U.S. Department of Labor.

Remote Work – Covers any instance in which an employee is working from a non-NYPA work site/location, either as part of their regular schedule, on an exception basis, or as part of an approved reasonable accommodation.

Work Site – A NYPA or Canal Corporation place of business where employees are required to report to a work site location, such as an office, facility, customer location, event or conference, or working while travelling to a site.

4 RESPONSIBILITY

Responsibility and oversight of this Policy resides with the Head of Human Resources unless otherwise noted herein.

5 POLICY IMPLEMENTATION

This Policy is implemented as follows.

5.1 Work Hours and Workweek

If an employee works in an office or non-operating facility:

a) The daily hours of work may vary based on department needs. This is defined as Flexible Hours. The typical workday may begin anytime between 7:00am and 9:30am.

b) The workweek shall consist of five workdays (in a seven-day period) of seven and a half hours each day, exclusive of mealtime.

c) A lunch period is normally provided between the hours of 12:00 pm and 2:00 pm, unless adjusted by an employee's supervisor, and generally ranges from 30 to 60 minutes.

5.1.1 If an employee works at a location where NYPA generation or transmission facilities are operated or maintained, and the normal workweek is 40 hours, the following shall apply:

a) For Management employees, the daily hours of work shall be determined by the Regional Manager or the person otherwise responsible for the work location. The typical workday may begin anytime between 7:00am and 9:00am.

b) The workweek shall consist of five workdays, (in a seven-day period) of eight hours each, exclusive of mealtime, and shall be determined by the Regional Manager or the person otherwise responsible for the work location.

c) Management employees' mealtime shall be determined by the Regional Manager or the person otherwise responsible for the work location.

5.1.2 Management employees who work in areas requiring 24/7 coverage may be on 12-hour shift rotations, with schedules based on 2,080 hours for the year.

a) Schedules will be determined by the requirements of the department at the location and approved by the Regional Manager (sites) or Department Head.

b) Various schedule rotations will result in an average of 40 hours per week over the course of the rotation (e.g., a five-week rotation of: 48-36-36-48-32 hours per week for a total of 200 hours) and exempt employees are paid a base 80 hours per pay period, regardless of the scheduled hours in the period. Non-exempt employees are paid for the hours they worked.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

c) Pay for exempt employees scheduled hours is at straight time inclusive of Holiday, Sick, Vacation, etc. (See EP 2.4 Management Non-Exempt and Facility-Based Exempt Overtime for additional information regarding hours outside of scheduled shift.)

d) Holidays, including floating holidays, are included in the 2,080 work hours in the year. For exempt employees on a 12-hour shift, holidays are adjusted to the equivalent hours based on the 12-hour days. (e.g., if there are 14 eight-hour holidays in the holiday schedule, Management employees on 12-hour shifts will be adjusted to nine 12-hour holidays and one eight-hour floating holiday.)

e) Holidays that do not fall on a scheduled day in the rotation are moved to the nearest scheduled day. It is at the supervisor's discretion as to whether the employee must work this day or take the holiday based on available coverage.

5.1.3 The payroll period for a workweek at some locations may be Thursday through the following Wednesday, or Sunday through the following Saturday.

5.2 Guidelines

Employees are expected to report to and remain at work during the daily hours as established by the applicable employing department or location except for meal periods.

5.2.1 Adherence to the schedule will be enforced by the manager or supervisor. An employee may not switch their flexible hours schedule without prior approval by their manager or supervisor.

5.2.2 When an employee is late, they are required to communicate with their supervisor to discuss the reason for the tardiness in advance of start time if possible. Lateness is not charged against sick, vacation, or floating holidays unless a half day or more is taken.

5.2.3 If the tardiness is not excusable, the employee's supervisor should document the occurrence. Specific guidelines for dealing with performance problems are established in EP 4.2, Performance Improvement. Documented cases of excessive absenteeism, tardiness, or requests to leave early may result in applying vacation time to cover such instances and/or disciplinary action in accordance with EP 4.2.

5.3 Flex Time

The Flex-time program is discontinued as of September 2022.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.4 Office Closing Due to Inclement Weather or Emergencies

Unless notified otherwise, employees should anticipate that NYPA offices will be open. Only under extreme weather conditions or other emergency situations would the White Plains, Albany, Buffalo and Syracuse Offices, and/or administrative offices at the sites be closed. Only under extraordinary circumstances would a Generation or Transmission facility be closed.

5.4.1 Office closings will be announced generally during non-working hours via the NYPA emergency notification system (email, text, or call), or an employee may call 914-681-6200 and choose Option 7.

5.4.2 To ensure that employee contact information is up to date, employees should visit MyPageNYPA to update personal contact information as needed to receive phone, text, and/or email office closing notifications.

5.4.3 If conditions at either the White Plains, Albany, Buffalo or Syracuse Offices warrant closing, the Human Resources Department Head, after consultation with Crisis Management and the President and Chief Executive Officer or designee, will contact the EMC members to advise of the decision to close. EMC members should then notify their respective staff. Managers should make sure that their staff is aware of the office closing.

5.4.4 If conditions at administrative offices at one or more sites (Generation or Transmission), warrant closing, the Chief Operating Officer with the President and CEO or designee, and Crisis Management, will contact the EMC members to advise of the decision to close. EMC members should then notify their respective staffs. Managers should ensure that their staff are aware of the office closing.

5.4.5 Employees with a pre-scheduled absence on the day of an emergency closing will be required to use time off as planned.

5.4.6 Safety is NYPA's priority, and employees should use good judgment when deciding to travel to work in adverse conditions. If an employee expects to be late due to inclement weather, difficult transportation conditions or for any other reason, they must notify their supervisor of the delay and expected arrival time as soon as possible.

5.4.7 If an employee decides not to come to work on a day that they are required to report to a work site, due to inclement weather, they must notify their immediate supervisor as soon as possible. In that case, the absence must be charged to an employee's accumulated vacation time or floating holidays (accumulated sick time cannot be charged).

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.5 Work Site Attendance and Remote Working

All employees are required to report to a work site at the time and location required to effectively perform their duties. Remote working may be considered for certain roles or under certain circumstances.

5.5.1 Business Units will determine work site schedules based on business needs, and consider factors such as business continuity, oversight of or support for staff at a work site, hours of operation, work-related travel considerations, team meetings, organization-wide meetings, team project meetings, customer visits, past and present performance, the employee's ability to work independently without direct supervision or customer service considerations.

5.5.2 Business Units may allow for remote working schedules which can be modified based on performance and business needs.

5.6 Records of Attendance

Supervisors or their designees must review and approve all time entries before such entries are transmitted to Payroll. Records of attendance shall be maintained by payroll for all employees at all Authority locations through the completion of a time report, which is documented through NYPA's time and attendance tracking system.

6 VIOLATIONS

Falsification of any records of attendance or failure to enter or approve exception time may result in disciplinary action up to and including termination.

7 REFERENCES

7.1 **EP 2.4 Management Non-Exempt and Facility-Based Exempt Overtime - PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures**

7.2 **EP 4.2 Performance Improvement - PowerNet > Quick Links > Policies & Procedures > Employee Policies and Procedures**

7.3 **CP 1-4 Reasonable Accommodation in Programs and Services for People with Disabilities - PowerNet > Quick Links > Policies & Procedures > Company Polices**

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on every other year anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

Employee Policy Title:
Attendance and Flexible Hours

Employee Policy Number:
EP 4.6

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	03/03/2025	Approve
Executive Owner	Pollack, Rani	Director HR & Employee Relations	03/03/2025	Approve
Content Owner	Kapoor, Harsimran	Lead Employee Relations Specialist	03/03/2025	Approve
BCG	dawn.memon@nypa.gov	BCG Team Member	03/03/2025	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**No Smoking Policy**
Document Type:	Employee Policy
Document Number:	EP 4.7
Revision Date:	10/31/2024
Content Owner:	Kapoor, Harsimran

No Smoking Policy

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
10/31/2024	7	Added Legal Language to include Canal Corporation	2	Rani Pollack Director, HR & Employee Relations
10/19/2022	6	Added revisions due to new smoking enactment Extended revision cycle to every three years	Sections 1, 3 and 6 8	Rani Pollack Director, HR & Employee Relations
8/3/2021	5	Completed bi-annual review Minor clarifying updates Added prohibition of vaping and smokable products Added smoking device and lighting to definition of smoking Added definition of All Authority Sites and Visitors Added violation language related to visitors	N/A throughout 1 3 3 6	Rani Pollack Director, HR & Employee Relations
3/15/2019	4	Uploaded information to a new format. This policy had three (3) revisions under the old format.	N/A 2	Rani Pollack Director, HR & Employee Relations

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with approved records retention schedules and/or in compliance with all applicable legal requirements.

		Added the prohibition of chewing tobacco Added information about smoking cessation Added violation language	5 6	

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with approved records retention schedules and/or in compliance with all applicable legal requirements.

Please refer to Employee Policy EP 0.0 NYPA DISCLAIMERS where you will find a statement which pertains to all Employee Policies including this one.

1 PURPOSE

Smoking, including passive inhalation of second-hand smoke, has been recognized by the United States Surgeon General as a danger to health. In addition, the presence of smoke and tobacco-like products in the workplace is a cause of annoyance and discomfort to others.

It is the policy of the New York Power Authority (Authority) and the Canal Corporation (the Corporation) to promote and protect the safety of all employees through the provision of safe and healthy working conditions. The Authority and the Corporation prohibit smoking, vaping, and use of tobacco or similar smokable products, including, but not limited to, cigarettes, pipes, cigars, smokeless tobacco, chewing tobacco, and electronic cigarettes. Smoking is prohibited at all sites, including but not limited to work sites, office locations, facilities, construction sites, customer and client locations, company-sponsored events, and parks, as well as in fleet equipment and vehicles and the Authority's plane.

2 APPLICABILITY

This Policy applies to all employees and visitors (including work and non-work related).

The standards within this governance document shall generally apply to similar, identified services provided to the Canal Corporation. Any exceptions or deviations to such application shall be explicitly identified herein. In instances where there are variations between NYPA and Canal Corporation titles, organizational responsibilities, and/or levels of service that are not explicitly noted herein, some level of extrapolation may be required. This governance document does not obligate the Canal Corporation to extend itself financially or operationally beyond the abilities or resource level capable under its current business model.

3 TERMS AND DEFINITIONS

all sites – all work sites and offices including facilities, construction sites, customer, and client locations, company plane, fleet cars and equipment as well as company-sponsored events.

EAP – Employee Assistance Program

park – public parks, beaches, pools, boardwalks, marinas, playgrounds, recreation centers, trails, and group camps (equipment, buildings, and facilities now or hereafter under the jurisdiction, charge, or control of any state or local government agency or department that are located at or on any property).

smoking – inhaling, exhaling, chewing, spitting, burning, lighting, or carrying a lighted cigar, cigarette, pipe, electronic cigarette/smoking device, or any other matter or substance which contains nicotine, tobacco, or tobacco-like products.

visitors – individuals who are visiting employees, other workers, contingent workers, and consultants.

4 RESPONSIBILITY

The content owner maintains this document and keeps it up-to-date.

5 SCOPE

5.1 No Smoking signs shall be posted conspicuously at all sites and Parks to notify employees and visitors where smoking is prohibited. Employees may smoke outside (unless otherwise prohibited) away from entrances only in designated areas.

5.2 Employees with questions related to any aspect of this Policy should direct inquiries to The Authority and or The Corporation's Employee Relations department, and to The Authority's Facility HR at the sites, which shall be designated as the responsible representatives for providing information about and ensuring enforcement of this Policy.

5.3 For questions and information on smoking cessation, contact the Employee Assistance Program (EAP) at 1-800-833-8707**.**

6 VIOLATIONS

Employees who violate this Policy may be subject to disciplinary action up to and including termination. Violators in NYS parks can be punishable by a civil penalty for each violation. Visitors (including work and non-work related) who violate this Policy may be asked to leave the premises and may be barred from returning.

7 REFERENCES

N/A

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every 3 Years

9 ATTACHMENTS

N/A

e-Signature Approval History

Role	Name	Title	Date	Result
Additional Approver	Saslow, Karina	SVP Human Resources	10/31/2024	Approve

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Title:	**Employee Resource Group Policy**
Document Type:	Business Unit Policy
Document Number:	HR-ERG-BUP-001
Revision Date:	04/23/2024
Content Owner:	Espinal, Angie

Employee Resource Group Policy

Note: Revision # should be listed in descending order starting with most recent version

Revision Date (For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
4/23/2024	0	Original Issue	N/A	Angie Espinal, Director DEI

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

1 PURPOSE AND SCOPE

At New York Power Authority and Canals, we value diversity, equity, and inclusion (DEI) as integral components of our organizational culture. We recognize that fostering an inclusive workplace where all employees can thrive requires the establishment and support of Employee Resource Groups (ERGs). This Policy aims to provide a comprehensive framework for the formation, operation, and impact of ERGs on our organization.

1.1 Overview

ERGs are voluntary, employee-led groups that create a sense of belonging, promote diversity, provide support and resources, and drive positive change across various dimensions of diversity. This Policy outlines the purpose, structure, responsibilities, eligibility criteria, and guidelines for ERGs, emphasizing our commitment to DEI and fostering an inclusive work environment.

1.2 Purpose of Employee Resource Groups

1.2.1 Support and Advocacy. ERGs serve as a platform to provide resources, support, and advocacy opportunities for various cross-sections of our workforce, including traditionally underrepresented employees and allies. They aim to create a sense of belonging, foster inclusivity, and address specific challenges faced by different identity groups.

1.2.2 Diversity, Equity, and Inclusion. ERGs play a vital role in advancing diversity, equity, and inclusion enterprise wide. They increase cross-cultural understanding, challenge biases and stereotypes, and contribute to creating an equitable workplace where every employee feels valued and respected.

1.2.3 Employee Engagement and Development. ERGs enhance employees' engagement, skills, potential for internal advancement, and retention by offering targeted mentoring, educational programs, and professional development opportunities. They provide a supportive network for personal and career growth.

1.2.4 Collaboration with Senior Leaders and Stakeholders. ERGs establish and maintain critical connections with senior leaders and other key stakeholders. They serve as a channel for employees to voice concerns, share ideas, and collaborate with leadership to drive positive change within the organization.

1.2.5 Showcasing Achievements. ERGs provide internal and external-facing opportunities to showcase the achievements of employees and to highlight NYPA as a diverse and inclusive enterprise. They contribute to building a positive reputation and attracting top talent.

2 APPLICABILITY

This Policy applies to all existing ERGs and their respective members, along with employees proposing the formation of new ERGs.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

2.1 Open Membership Requirement

All ERGs must be open to any and all NYPA and Canal employees, including both management and union employees, who are directly employed by NYPA and Canal Corporation other than returning retirees. Individuals who are employed as contractors or contingent workers are not eligible to participate in ERGs.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Co-Chair – Jointly oversees an ERG. Co-Chairs may communicate on behalf of an ERG regarding its actions and serve as the primary point-of-contact for the ERG and its Executive Sponsor. Co-Chairs are authorized to act related to budgeting, planning and programming of events, and are expected to manage the COO and Workstream leads. Anyone who is in an individual contributor role or higher and in good standing may qualify. They must demonstrate continued committed and active involvement in developing and supporting the ERG.

COO – Chief Operating Officer – Administrative officer of the ERG. The COO supports the Co-Chairs, and the Executive Sponsor and has responsibility for operational aspects of ERGs, including spending and managing communication by way of various platforms (ex: PowerNet, FYI, Microsoft suite, promotional materials). The COO is responsible for working with the DEI Program Manager to maintain ERG dashboard, membership lists, tracking professional development or conference attendance of ERG members. Anyone who is in an individual contributor role or higher and in good standing may qualify. They must demonstrate continued commitment and active involvement in developing and supporting the ERG.

DEI – Diversity, Equity, and Inclusion – Refers to a set of initiatives and strategies aimed at promoting a fair and inclusive environment within organizations and society. DEI seeks to recognize and embrace the diverse backgrounds, perspectives, and experiences of individuals, while also addressing systemic inequalities and biases. By creating an inclusive culture where all individuals feel valued and empowered, organizations can foster collaboration, innovation, and overall success. DEI is an ongoing process that requires continuous learning, open dialogue, and intentional actions to build a more just and inclusive society.

ERG – Employee Resource Group(s). Voluntary, employee-led groups composed of employees who choose to affiliate with each other regarding their respective focus on various protected class statuses (i.e., age, gender, race and color, ethnicity and national origin, sexual orientation and gender identity, military status) or other specified areas (i.e., environmentalism or sustainability).

ERG Program Leaders – Executive Sponsor, COO, Co-Chairs and Workstream Leads. All nominations are reviewed by OCRI, Ethics & Compliance and Employee Relations departments to ensure the employee is in good standing.

Executive Sponsors – High-ranking NYPA employees such as Executive Vice Presidents, Senior Vice Presidents and/or Department heads. They are expected to play an active role in developing and supporting the ERG and in fostering its visibility by other senior leaders. They

are expected to champion their ERG's actions and initiatives, to mentor members and to facilitate diversity, equity and inclusion efforts enterprise wide.

The Four Pillars (Pillar) – Framework for ERGs to create a positive and inclusive work environment that: 1) values diversity; 2) fosters belonging; 3) promotes professional development; and 4) drives impactful change. They serve as guiding principles for the establishment and operation of ERGs within our organization. By aligning their activities and initiatives with these pillars, ERGs contribute to our organization's commitment to diversity, equity, and inclusion, while supporting the growth and engagement of our employees. Through their focus on inclusivity, diversity representation, professional development, and advocacy, ERGs play a vital role in shaping a workplace culture that celebrates and respects the unique contributions and experiences of all employees.

HR – Human Resources

NYPA – New York Power Authority

OCRI – Office of Civil Rights & Inclusion

PVT – Paid Volunteer Time. Per Employee Policy 3.4 Section 5.6, Leaves of Absence, allows permanent full-time management employees to use their normally scheduled work hours to volunteer in their own communities for bona fide, eligible charitable organizations for two days during each calendar year after receiving appropriate approvals.

4 RESPONSIBILITY

Responsibility for and oversight of this Procedure resides with the approver unless otherwise noted.

5 POLICY IMPLEMENTATION

5.1 Role of NYPA's Office of Civil Rights and Inclusion in ERG Activities

The Office of Civil Rights and Inclusion (OCRI) at NYPA holds a central and strategic role in the management and oversight of Employee Resource Groups (ERGs). OCRI is instrumental in guiding ERGs' efforts to promote diversity, equity, and inclusion within the organization.

OCRI's responsibilities encompass actively supporting and collaborating with ERGs to ensure their initiatives align with the organization's diversity and inclusion goals, managing the allocation of resources, such as funding, meeting spaces, and communication channels, to facilitate the successful execution of ERG activities and events, working closely with company leadership to ensure that ERG activities and strategies are closely aligned with NYPA's overarching diversity and inclusion objectives.

ERGs report their progress and activities to their assigned DEI Program Manager, who, in turn, shares this information with OCRI/HR leadership, Communications, and other relevant stakeholders to support ERG contributions and its impact on the organization.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

OCRI also serves as a valuable resource for conflict resolution within or between ERGs, and when necessary, involves HR or company leadership to address issues effectively. By entrusting OCRI with these responsibilities, NYPA ensures a cohesive and coordinated approach to ERG management, where OCRI actively oversees and supports ERGs in achieving their mission of promoting diversity, equity, and inclusion within the organization. OCRI provides valuable support to ERGs in the following ways.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.1.1 Assisting in ERG Formation. OCRI assists employees who are interested in forming ERGs. They provide guidance and support throughout the process, helping individuals navigate the necessary steps to establish a new ERG.

5.1.2 Training and Guidance for ERG Program Leaders. OCRI offers training, guidance, and resources to ERG Program Leaders to enhance their skills in effectively managing and leading their respective ERGs. They provide valuable insights into best practices and equip leaders with the knowledge and tools to create impactful initiatives.

5.1.3 Collaboration Facilitation. OCRI acts as a facilitator to foster collaboration between ERGs and other teams within the organization. They help ERGs connect with relevant stakeholders, departments, or individuals to promote synergy and maximize the impact of their initiatives.

5.1.4 Feedback and Evaluation. OCRI provides feedback and evaluation on ERG initiatives to identify areas for improvement and enhance their effectiveness. They offer constructive insights, helping ERGs refine their strategies and approaches to create positive outcomes.

5.1.5 Reviewing ERG Dashboard and Annual Reports. OCRI reviews ERG dashboards and annual reports, assessing the progress and impact of ERG activities. They identify areas for improvement and provide guidance to help ERGs align their efforts with organizational goals.

5.1.6 Advocating for Funding. Recognizing the importance of adequate resources, OCRI advocates for funding to support ERG activities. They work closely with ERGs to understand their needs and make a case for securing necessary funding to ensure the successful execution of initiatives.

5.1.7 Coordinating and Convening ERG Program Leaders. OCRI coordinates and convenes ERG Program Leaders as needed for consultation and collaboration. They provide a platform for ERG Program Leaders to share experiences, exchange ideas, and support one another in their roles.

5.1.8 Facilitating Connections Between ERGs. OCRI plays a key role in facilitating connections between ERGs. They foster networking opportunities, encouraging ERGs to collaborate, share resources, and learn from each other's experiences, thereby strengthening the collective impact of ERGs.

5.1.9 Professional Development Opportunities. Recognizing the importance of continuous learning, OCRI provides professional development opportunities for ERG members and leaders. They offer workshops, training sessions, and access to external resources to enhance the knowledge and skills of ERG participants.

5.1.10 Coordinating with ERG Program Leaders for the ERG Council. OCRI coordinates with ERG Program Leaders to support the ERG Council, a group responsible for providing leadership and guidance to ERGs within the organization. They collaborate with ERG Program Leaders to ensure the smooth functioning of the ERG Council and facilitate its alignment with organizational goals.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.1.11 Overall, the role of OCRI is to support ERGs in achieving their goals and contributing to the organization's diversity, equity, and inclusion efforts. Their assistance, guidance, and resources empower ERGs to create positive change, foster inclusive environments, and promote the organization's commitment to diversity and inclusion.

5.2 Eligibility for ERG Membership

To be eligible for membership in an ERG at NYPA, employees must meet the following criteria:

5.2.1 Employees eligible to join ERGs include permanent and temporary full-time and part-time employees, provisional, interns and seasonal employees of NYPA and Canals. ERGs must be open to all eligible employees, regardless of all attributes that make each person unique, and cannot exclude non-members from their activities. Individuals who are employed as contractors or contingent workers are not eligible to participate in ERG activities.

5.2.2 Commitment to Diversity, Equity, and Inclusion. Employees should demonstrate a commitment to promoting and fostering diversity, equity, and inclusion within the organization.

5.2.3 Active Engagement. Members are expected to actively participate in ERG activities, including attending meetings, contributing ideas, and engaging with fellow members.

5.2.4 Respectful Conduct. Members must adhere to NYPA's policies and guidelines, including treating all individuals with respect and professionalism.

5.2.5 Non-Discrimination. Members must refrain from engaging in any form of discrimination, harassment, or bias based on race, ethnicity, gender, sexual orientation, age, disability, or any other protected characteristic.

5.2.6 Manager Approval. Managers are encouraged to actively champion and support their team members' participation in Employee Resource Groups (ERGs), as it aligns with NYPA’s values and goals and contributes to our diversity, equity, and inclusion initiatives.

While managers play a vital role in fostering inclusion, there is no requirement for employees to seek managerial approval for membership and regular participation in ERGs during work hours. The intent is to promote collaborative engagement and inclusivity, whether it involves active participation in ERG activities or taking on leadership roles within the ERG groups.

5.2.7 There may be instances where an employee may not be able to participate in ERG activities due to specific work-related constraints. For example, an employee's workload may temporarily prevent active involvement in ERG events, or job responsibilities may necessitate their absence from ERG meetings.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA’s approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Despite these potential constraints, NYPA remains committed to fostering a supportive and inclusive environment for all employees, and we encourage individuals to engage with ERGs to the extent possible within the bounds of their roles and contractual obligations.

Code of Conduct. Members are expected to abide by NYPA's code of conduct, which may include guidelines for respectful communication, confidentiality, and responsible use of resources.

5.3 Eligibility for ERG Program Leader Position

5.3.1 To ensure effective leadership within ERGs, individuals interested in serving as ERG Program Leaders must meet specific eligibility criteria. This includes being a regular, full-time employee with a minimum of one year of service, demonstrating good standing within the organization by actively engaging in their job responsibilities, adhering to company policies, meeting performance expectations, and maintaining a positive and constructive working relationship with colleagues and supervisors, as discussed below. Additionally, ERG Program Leaders should showcase a strong commitment to DEI principles**.**

5.3.2 For union-represented employees, the recommendation or approval of their respective regional manager is required to participate in ERG Program Leadership roles. By establishing clear eligibility guidelines, we aim to maintain the integrity and effectiveness of our ERG Program, fostering a culture of inclusivity and empowerment for all employees.

5.3.3 To be eligible for a leadership position within an ERG, individuals must meet the following criteria:

- Active Membership. The individual must be an active member of the ERG and demonstrate a commitment to its mission, objectives, and values. Active membership includes regular attendance, participation in meetings and events, and engagement with other ERG members.

- Good Standing. The individual must be in good standing with NYPA, adhering to all company policies, guidelines, performance standards and codes of conduct. This includes maintaining a positive work record, demonstrating professionalism, and upholding NYPA's values of diversity, equity, and inclusion.

- Leadership Experience. While prior leadership experience is not mandatory, individuals with previous experience in a leadership or managerial role, whether within or outside of NYPA, will be given preference. This experience showcases the ability to effectively lead and manage a team, make informed decisions, and drive initiatives towards achieving goals.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

- Communication and Collaboration Skills. The individual should possess strong communication and collaboration skills, as the role of an ERG Program Leader involves facilitating meetings, coordinating activities, and engaging with ERG members, stakeholders, and other organizational leaders. Effective communication and collaboration are vital for fostering a positive and inclusive environment within the ERG.

- Commitment and Availability. ERG Program Leaders must be committed to dedicating time and effort to fulfill their leadership responsibilities. They should be available to attend regular meetings, plan and execute events, and support the ERG's initiatives. The ability to balance leadership responsibilities with regular job duties is essential.

- Support from Supervisor. The individual should have the support and approval of their immediate supervisor or manager to take on the additional responsibilities associated with the ERG Program Leader role. This support ensures that the individual's workload and performance expectations align with their leadership commitments.

5.3.4 The eligibility criteria for ERG Program Leader positions are designed to ensure that individuals who assume leadership roles within ERGs possess the necessary qualifications, commitment, and capabilities to effectively lead and contribute to the success of the ERG and its initiatives.

5.4 Chartering a New ERG

To promote diversity, equity and inclusion, NYPA encourages employees with a common focus or dimension of diversity to propose the formation of an ERG. The process begins with submitting an ERG Charter, which outlines the group's mission, objectives, and alignment with the organization's DEI goals.

5.4.1 Establishing a Strong Foundation. Founding members of a new ERG must create an ERG Charter that clearly defines the group's principal activities and expected benefits for the organization. The charter should include specific, measurable goals and initiatives that contribute to the advancement of DEI.

5.4.2 Formation of Subgroups. In cases where the minimum membership requirement for a new ERG cannot be reached, a subgroup may be formed. This subgroup should belong to an existing ERG and collaborate with ERG Program Leaders to support relevant initiatives.

5.4.3 Essential Materials for Launch. To ensure a successful launch of a new ERG, OCRI has created a New ERG Charter toolkit (to be linked on SharePoint) containing detailed information on the following foundational materials should be provided:

- Mission statement

- Membership recruitment plan

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

- Roles and responsibilities of members
- Proposed designation of Chief Operating Officer (role and duties defined above)
- Proposed designation of two Co-Chairs (role and duties defined above)
- Proposed Executive Sponsor (role and duties defined above)
- Roster of proposed members consisting of a minimum of 15 existing NYPA employees.

5.5 Minimum Membership Requirement

5.5.1 To ensure the effectiveness and sustainability of ERGs, a minimum membership requirement of 15 individuals is established for the formation and ongoing operation of an ERG. This requirement ensures active participation, diversity of perspectives, and a robust support network within each ERG.

5.5.2 The minimum membership requirement of 15 individuals is intended to create a vibrant and inclusive community within the ERG. This number strikes a balance between having a sufficiently diverse range of perspectives and experiences while maintaining a manageable size for effective communication, collaboration, and decision-making.

5.5.3 The minimum membership requirement applies to the initial formation of an ERG, as well as its continued operation. It is important for ERGs to maintain an engaged membership base to fulfill their mission, goals, and initiatives effectively. ERG Program Leaders and members are encouraged to actively recruit and engage employees who share the ERG's focus or dimension of diversity to meet or exceed the minimum membership requirement.

5.5.4 Exceptions to the minimum membership requirement may be considered on a case-by-case basis, particularly for ERGs representing dimensions of diversity that may have a smaller employee population. Such exceptions will be evaluated in consultation with the ERG Program Leader and relevant stakeholders to ensure fairness and inclusivity.

5.5.5 In cases where the minimum membership requirement cannot be reached, a subgroup may be formed pursuant to Section 5.4.2. A subgroup must belong to an existing ERG and may work with the ERG Program Leaders to support relevant initiatives.

5.6 Reasons for Denying an ERG Charter

While NYPA encourages the formation of ERGs to address a wide range of needs and interests, it's important to note that there may be instances where an ERG charter is denied based on certain factors. The decision to deny an ERG charter is not taken lightly and is done to ensure alignment with the organization's goals, values, and legal requirements. This alignment helps maintain the original intent of ERGs, which includes promoting diversity, equity, and inclusion, particularly for underrepresented groups within

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

our organization The decision to deny an ERG charter is not taken lightly and is done to ensure alignment with the organization's goals, values, and legal requirements. Some reasons for denying an ERG charter may include:

5.6.1 Lack of Alignment. If the proposed ERG's goals, objectives, or activities do not align with NYPA's mission, vision, or DEI goals, the charter may be denied. It is essential for ERGs to contribute positively to the organization's overall objectives and promote an inclusive and diverse workplace.

5.6.2 Legal or Compliance Issues. If the proposed ERG's activities or initiatives raise legal or compliance concerns, the charter may be denied. ERGs must adhere to all applicable laws, regulations, and company policies to ensure compliance and mitigate any potential risks.

5.6.3 Duplication of Existing Groups. If the proposed ERG overlaps significantly with an existing ERG or another employee group that serves a similar purpose, the charter may be denied. Consolidation of efforts and resources is important to maximize impact and avoid redundancy.

5.6.4 Insufficient Member Interest or Support. If there is a lack of sufficient member interest or support for the proposed ERG, the charter may be denied. ERGs should have an active and engaged membership base to ensure their sustainability and effectiveness.

5.6.5 Lack of Clear Objectives or Activities. If the proposed ERG's objectives and planned activities are vague, unclear, or not well-defined, the charter may be denied. ERGs should have a clear purpose, well-defined goals, and actionable plans to drive meaningful change.

5.6.6 It is important to note that the denial of an ERG charter does not diminish the value or importance of the proposed ERG's mission or objectives. Instead, it is an opportunity to reassess and refine the proposal to better align with the organization's overall goals and objectives. NYPA remains committed to fostering an inclusive workplace and encourages ongoing dialogue and collaboration to address any concerns or issues raised during the charter application process.

5.7 Recognition and Endorsement

5.7.1 To ensure the success of ERGs, NYPA recognizes the importance of providing ongoing support, recognition, and endorsement. ERGs must have an approved annual strategic plan that outlines their goals, objectives, and activities. The plan must be reviewed and approved by the ERG Program Leader and its Executive Sponsor to ensure alignment with the organization's DEI goals and values.

5.7.2 To promote the visibility and impact of ERGs, NYPA will recognize and endorse ERGs that demonstrate a commitment to advancing DEI and achieving meaningful outcomes. Recognition may include awards, public recognition, and opportunities to present at company-wide events. Endorsement may include access to funding, resources, and other support to further the ERG's goals and objectives.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.7.3 NYPA also recognizes the importance of engaging senior leadership and other stakeholders in supporting ERGs. As such, the organization encourages Executive Sponsors to actively participate in ERG events and activities, and to provide guidance and feedback to the ERG Program Leader.

5.7.4 Through these efforts, NYPA aims to foster a culture of inclusion, support the professional development of its employees, and promote the achievement of its DEI goals and values.

5.8 Program Leader Appointments and Continued Development Expectation

5.8.1 Program Leader Appointments. ERG Program Leaders are nominated by current ERG members and approved by OCRI. Through submission of a membership form, OCRI identifies Program Leader roles. Decisions regarding Program Leaders are made at the sole discretion of OCRI.

5.8.2 Annual Performance Assessment. Embedded in the fabric of our approach is the annual review conducted by the ERG's corresponding DEI Program Manager. This comprehensive evaluation diligently gauges the performance of ERG Program Leaders against the backdrop of both ERG-specific and broader organizational expectations

5.8.3 Collaborative Performance Enhancement and Transition Facilitation. Should an ERG Program Leader's performance decline, the DEI Program Manager collaboratively engages with ERG Program Leaders to pinpoint areas of enhancement, providing support and access to resources. If the pursuit of improvement reaches an impasse, the DEI Program Manager, in consultation with the Director of DEI, Chief Diversity Equity and Inclusion Officer (CDEIO), and Executive Sponsor, may propose a transition of ERG Program Leaders. The ultimate determination rests with the CDEIO.

5.9 ERG Program Leader Terms

5.9.1 ERG Program Leaders will serve for a term of 30 months, commencing the day after appointment. Terms must be staggered to allow for succession planning (i.e., odd number years are for Co-Chairs, even years are for COOs. Employees are restricted to filling one enterprise-wide leadership ERG role at any given time but are welcome to participate in other ERGs as general members. There are no term limits on Program Leaders, but terms should be non-consecutive.

5.9.2 ERG Program Leaders may resign their roles before their term is set to expire but must directly inform the DEI Program Manager at least one month prior to the effective date of resignation. Any Program Leader who resigns from their role must wait a full calendar year before seeking a role as a Program Leader in any ERG.

5.9.3 ERG Program Leaders are encouraged to seek and nominate replacements prior to departure. However, they must use NYPA communication systems to alert the organization that a vacancy in the ERG is available. Once a candidate has been identified, the ERG Program Leader will inform OCRI, who will then interview the candidate for appropriateness.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.9.4 As leaders within an ERG, it is expected that individuals fulfill their roles and responsibilities effectively and contribute to the success of the ERG. This includes actively participating in meetings, organizing events, supporting members, and advancing the goals and objectives of the ERG.

5.10 Funding

All funding of ERGS shall be at the sole discretion of NYPA and upon the prior approval of OCRI. Any request for funding shall be reflected in an ERG's budget and/or adequately supported by necessary documentation or proposals that identify the specific need for funding and its connection to a respective Pillar. Funding must be justified based upon operational impact. All sums spent shall be reported at least annually to OCRI, with sufficient detail to explain the impact of the funding and as a means of supporting future expenditures.

5.11 General Membership: Required Roster

An ERG's general membership is constituted of employees identified on a General Membership Roster which demonstrates that a respective member has attended more than half of the ERG's meetings or has participated in at least one ERG initiative and event in a calendar year. General Membership rosters may be accessed or requested by OCRI at any time and are maintained by the COO. The roster must reflect dates of events and names of attendees to verify membership, and to ensure that the ERG is engaging with the workforce at appropriate intervals and with a sustainable level of members.

5.12 Attendance

Eligible employees are encouraged to join ERGs and may participate in activities, events and programs. Membership is strictly voluntary. Members are encouraged to attend all ERG meetings and events and remain until the conclusion of the meeting or event, barring work- related obligations or unforeseen circumstances.

5.13 Encouraged Voting Procedures

ERG Program Leaders are strongly encouraged to have a quorum when voting on critical ERG-related matters, such as amendments to the Charter and significant expenditures of funds. Decisions may be determined by a majority of votes submitted by voting members in attendance, whether in-person or by proxy.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.14 Time Expectations

5.14.1 ERGs are expected to hold at least one enterprise-wide event each year, which can be co-sponsored by another ERG. Events should make business sense and be in keeping with the Four Pillars. An ERG can curate additional events, it is not recommended to exceed more than one event each fiscal quarter.

5.14.2 Meetings shall be scheduled at least bi-monthly, with a minimum of six meetings annually, and will be scheduled to last one hour. ERGs shall determine the dates and locations of their respective general meetings. An ERG can have additional meetings, it is not recommended to exceed one general meeting per month or to exceed more than one event each fiscal quarter.

5.15 Communication Expectations: OCRI as Conduit

5.15.1 Co-Chairs are responsible for maintaining consistent communication with their designated DEI Program Manager, fostering a comprehensive understanding of ERG matters. This encompasses event scheduling and the wide-scale dispersion of organizational information. The DEI Program Manager is the principal channel for disseminating information to internal stakeholders and external vendors (e.g., Corporate Communications, Facilities, Business Services, etc.)

5.15.2 Co-Chairs are encouraged to facilitate cross-ERG awareness by engaging other ERG Program Leaders about forthcoming events. The Co-Chair assumes responsibility for updating the ERG's event calendar, hosted on NYPA's SharePoint site

5.15.3 To enhance internal communication strategies, ERGs will collaborate with DEI Program Managers to formulate an internal communications plan. The DEI Program Manager will create a project brief for corporate communications, assuming the role of a bridge between ERGs and corporate communications endeavors.

5.16 Accountability

ERGs are expected to operate with transparency, integrity, and accountability. ERG Program Leaders should ensure that their group's activities align with the Four Pillars and are consistent with NYPA's mission and values. ERGs should also report their progress and impact to the DEI Program Manager, who will provide guidance and support as needed. In addition, ERGs should conduct regular evaluations of their initiatives to determine their effectiveness and adjust as necessary. Any misconduct or violation of NYPA policies will be taken seriously and may result in disciplinary action.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.17 ERG Council

5.17.1 Acknowledging the pivotal role ERGs play in nurturing an inclusive workplace, NYPA reinforces its dedication to DEI through the institution of an ERG Council. This strategic leadership entity convenes representatives from each ERG within the organization.

5.17.2 The ERG Council's purpose is threefold, to: 1) extend guidance; 2) offer support; and 3) foster alignment of ERGs with NYPA's overarching values and objectives. The inception of this Council signifies NYPA's commitment to bolster collaboration, knowledge exchange, and collective influence across all ERGs

5.17.3 Through the establishment of the ERG Council, NYPA aims to centralize and optimize ERG management and support, thereby fostering a cohesive and potent DEI approach. The ERG Council will amplify inter-ERG communication, cooperation, and resource sharing, engendering a fortified and more all-encompassing organizational culture.

5.18 Prohibited Activities

5.18.1 Any ERG activities (including official statements) which conflict with NYPA's business objectives, its policies and procedures, local state or federal laws, or which otherwise cast NYPA or its employees into disrepute, are strictly prohibited. Violations of this prohibition may result in the immediate revocation of the ERG's charter and potential disciplinary action against individual employees.

5.18.2 Examples of prohibited activities include:

- Any activities related to religious groups, private-for-profit or political organizations or elected officials at any level of government.
- Promotion of any business selling merchandise.
- Any activities that may be covered by CP 2-16 Business Related Contributions or CP 11-1 Contributions and Sponsorships.
- Sponsorship of any charitable activity associated with an external not-for-profit or for-profit organization in which an employee or relative of the sponsoring ERG is serving in a board, leadership or fundraising position.
- Events that benefit research or assistance associated with a medical condition. These worthy causes may be supported through use of the individual volunteer activities allowed under the Management Time Away From Work (EP 3.12) policy, provided it meets the requirements of the PVT guidelines.
- Co-opting a previously approved NYPA event and expanding upon its scope without review of the Office of Ethics and Compliance.
- Managers may not coerce subordinates to participate in any activities related to approved charitable events. Participation is strictly voluntary.

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

5.19 Philanthropic Activities

ERGs may participate in philanthropic activities, but no funding will be provided. Any such activities must be undertaken in a manner consistent with NYPA policies and procedures, including but not limited to EP 3.12 (Management Time Away from Work) > Section 5.19 Paid Volunteer Time (PVT) and upon prior consultation with the Office of Ethics & Compliance.

Philanthropic events are identified are typically organized with the primary purpose of raising funds or resources to support charitable causes or nonprofit organizations, often through activities like fundraising dinners, charity auctions, or donation drives. On the other hand, community events are focused on bringing people within a specific geographical area or community together for social, cultural, or recreational purposes, fostering a sense of belonging and community cohesion, and may or may not involve fundraising or philanthropic activities.

6 VIOLATIONS

Revocation of ERG Membership:

At NYPA, we value the contributions and commitment of our employees to our ERGs and their efforts to foster DEI within our organization. However, there may be instances where it becomes necessary to revoke an individual's membership in an ERG.

Revocation of ERG membership may occur in the following circumstances:

- Violation of Code of Conduct: If an individual engages in behavior that violates NYPA's Code of Conduct, including acts of discrimination, harassment, or any other conduct that undermines the principles of diversity, equity, and inclusion, their membership in an ERG may be revoked.
- Failure to Uphold ERG Objectives: ERG members are expected to actively participate in ERG activities, support the mission and objectives of the ERG, and contribute positively to its initiatives. If an individual consistently fails to fulfill these responsibilities, their membership in the ERG may be revoked.
- Non-Compliance with ERG Guidelines: ERGs may establish specific guidelines or requirements for membership, such as attendance at meetings or participation in ERG projects. If an individual repeatedly fails to comply with these guidelines without valid justification, their membership in the ERG may be revoked.
- If an individual's actions or statements within or outside of the ERG conflict with NYPA's core values, such as inclusivity, respect, and collaboration, their membership in the ERG may be revoked.
- In cases of severe misconduct that significantly undermines the ERG's effectiveness, reputation, or cohesion, the ERG Program Leadership and NYPA management may determine that revoking an individual's membership is necessary. This includes but is not limited to:

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

- Violations of the Personnel Guidelines, Corporate, HR or Ethics Policy(ies).
- Violations of Employee Conduct and Workplace Expectations
- Violations of the Nondiscrimination, Anti-Harassment & Inappropriate Conduct policy
- Violation of other NYPA policies and/or state or federal laws.
- Inability or unwillingness to comply with the requirements of the ERG Policy.
- Any other reason identified by the Office of Civil Rights and Inclusion as opposed to the interests of NYPA.

7 REFERENCES

Code of Conduct and Employee Policies

Management Time Away From Work (EP 3.12) policy POL-0775.pdf (nypa.gov)

8 POLICY REVIEW AND REVISIONS

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document. Rescinding of documents is referenced in BS-IBC-01-005.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

e-Signature Approval History

Role	Name	Title	Date	Result
Final Approver	Saslow, Karina	SVP Human Resources	04/23/2024	Approve
Executive Owner	Harvey, Nancy	Chief Diversity, Equity & Inclusion Ofc	04/12/2024	Approve
Content Owner	Espinal, Angie	Director DEI	04/11/2024	Approve
BCG	dawn.memon@nypa.gov	BCG Team Member	04/09/2024	Approve

Exhibit 21
March 18, 2025

NEW YORK STATE OF OPPORTUNITY. | NY Power Authority

Think Twice Act Once

NYPA'S CODE OF CONDUCT in the workplace

NYPA's Ethics & Compliance Office

The Ethics & Compliance Office provides guidance to NYPA's Trustees and employees to enable sound business decisions grounded in current ethics and compliance, legal, regulatory and policy standards. We achieve this by serving as a resource to and educating the Trustees, executive management and employees on the applicable standards and their impacts on them individually and NYPA as a public authority.

Joseph W. Gryzlo
Vice President and Chief Ethics & Compliance Officer
WPO ext. 6939 (914) 681-6939

Louise Nestler,
Lead Ethics Officer, WPO ext. 3724 (914) 287-3724

Alicia Baly-Hughes,
Compliance Officer, WPO ext. 3495 (914) 287-3495

NYPA EMPLOYEE CONCERNS LINE
1-877-TEL-NYPA

New York Power Authority
123 Main Street
White Plains, NY 10601
Ethics@nypa.gov

Think Twice Act Once

I. STANDARDS OF CONDUCT

New York Power Authority employees, officers and trustees shall perform their duties with integrity and:

1. Refrain from engaging in outside activities, including other employment and financial interests, which could impair their independence of judgment or prevent the proper exercise of their official NYPA duties. All outside employment and publicly elected or appointed positions held or being sought must be reported to your supervisor, department or business unit head and the Office of Ethics and Compliance for evaluation to ensure the absence of conflicts of interest. Individuals serving in "policy-making" positions must also obtain the approval of the NYS Joint Commission on Public Ethics.

2. Conduct themselves at all times in a manner that avoids any appearance of or situation where they could be either improperly influenced, give or be given preferential treatment to or by any person or entity or act in violation of the public trust. This includes the requirement to (i) disclose any and all possible professional and personal conflicts of interest to your supervisor, department or business unit head and the Office of Ethics and Compliance, and your subsequent recusal from engaging in any NYPA business activity where the conflict appears or exists; and (ii) refrain from seeking or accepting a monetary loan from any employee under one's direct or indirect supervisory authority, or providing a monetary loan to your immediate supervisor and anyone to whom that individual reports, up to and including the Board of Trustees.

3. Not use or attempt to use their official position to secure unwarranted privileges for themselves, their relatives or any other party, including contracts and employment with NYPA.

4. Not participate in any decision or process to hire, promote, discharge, discipline or supervise a relative. (See Employee Policy 1.2 "Recruitment and Job Posting")

5. Not endorse the products or services of other entities or individuals as a representative of NYPA, including appearing in publications advertising, endorsing or selling products or services of third parties.

6. Not engage in any NYPA transaction or work assignment (including contract development, solicitation, evaluations, awards) involving another business in which they or a relative have a direct or indirect financial interest. This provision does not apply to ownership of shares of stock commonly owned in a mutual fund. It does include personally owned and directed stock of any corporation traded on a recognized stock exchange, where there is an ownership interest greater than or equal to 10% in the corporation.

7. Not supply NYPA with any goods and/or services (individually or through another business entity) except in the performance of their official position. Relatives of NYPA employees are also subject to this prohibition in accordance with NYPA's applicable Procurement Guidelines.

8. Not use NYPA property, including but not limited to, equipment, vehicles, staff and other assets or resources in a manner inconsistent with applicable laws, NYPA's policies and mission.

9. Not accept, receive or solicit any gift or gratuities of more than nominal value where the circumstances would infer that (a) the gift is intended to influence the individual in the performance of official business or (b) the gift represents a tip, reward or sign of appreciation for any official act. Gifts include any form of financial discounts and payments, services, loans, travel reimbursements, lodging, meals, entertainment or promise from any entity doing business with or seeking to do business with NYPA. Gifts from disqualified sources (consultants, contractors, vendors, customers) are prohibited.

10. Not directly or indirectly advise or assist any person in making a financial investment or other decision utilizing confidential information acquired at NYPA, nor disclose any confidential information as a result of information obtained through NYPA employment. (See Company Policy 6-1 "Securities Trading and Use of Confidential Information")

11. Refrain from acquiring and trading in the securities of electric and gas utility corporations doing business within New York State (other than shares owned in a mutual fund). (See Company Policy 6-1 "Securities Trading and Use of Confidential Information)

12. Prohibit the appearance of elected government officials and candidates in advertisements or promotions paid with public funds.

13. Not use one's official position to compel or induce any other state officer or employee to make or promise to make any political contribution, nor

inquire about a prospective or current employee's political party affiliation, contributions or voting record. (See Employee Policy 1.2 "Recruitment and Job Posting")

14. Not appear or practice before or receive compensation from NYPA or other entities where the former employee will be involved in providing goods or services to NYPA for two (2) years following one's NYPA employment. This does not preclude "re-employment" by NYPA subject to any applicable statutory cap on earnings. The Office of Ethics and Compliance must be consulted prior to the re-employment in any manner of any former NYPA employee for evaluation to ensure consistency with the post-employment restrictions contained in the Public Officers Law.

15. Not appear or practice before or receive compensation from NYPA or other entities where the former employee will be involved in providing goods or services to NYPA at any time following one's NYPA employment relating to matters on which one personally worked for NYPA. This does not preclude "re-employment" by NYPA subject to any applicable statutory cap on earnings. The Office of Ethics and Compliance must be consulted prior to the re-employment in any manner of any former NYPA employee for evaluation to ensure consistency with the post-employment restrictions contained in the Public Officers Law.

The term "Relative" as used in this Code of Conduct means any person living in the same household as the NYPA employee, officer or trustee and any person who is a direct descendant of that individual's grandparents or the spouse of such descendant.

These Standards of Conduct do not replace and are in addition to the requirements of all applicable laws and regulations, including but not limited to, NYS Public Officers Law Sections 73, 73-a, 73-b and 74 and Title 19 NYCRR Parts 930, 932.

II. CERTIFICATION AND IMPLEMENTATION OF THE CODE OF CONDUCT

This Code of Conduct shall be provided to all employees, officers and trustees upon commencement of employment or appointment.

Employees, officers and trustees will be requested to certify annually that they have read the Code of Conduct and that they comply with its standards.

The Chief Ethics and Compliance Officer will provide periodic reports to NYPA's Governance Committee of the Board of Trustees about the status and disposition of concerns and issues raised under the Code of Conduct.

III. REMEDIES FOR BREACHES OF THE CODE OF CONDUCT

In addition to any penalty contained in any other provision of law, a NYPA employee, officer or trustee who violates the Code of Conduct may be disciplined upon findings and recommendations prepared by the Chief Ethics and Compliance Officer in consultation with the Executive Vice President and General Counsel. Remedies and disciplinary action may include one or more of the following actions:

- Issuance of job performance counseling and written warnings
- Direction of written corrective action to eliminate a conflict of interest
- Restitution
- Adverse salaried employee performance assessments
- Changes in assigned job duties
- Suspension or termination of employment

Any disciplinary action arising out of violations of this Code of Conduct affecting NYPA's bargaining unit employees will be administered in accordance with the applicable collective bargaining agreement.

The concurrence of the President and CEO and Chief Operating Officer is required for any suspension or termination of employment solely arising out of violations of the Code of Conduct.

Former NYPA employees, officers and trustees who are later found to have violated the Code of Conduct during their NYPA employment may also be precluded from doing business with NYPA.

IV. REPORTING UNETHICAL BEHAVIOR

Trustees, officers and employees are required to report any unethical behavior or any information concerning corruption, fraud, criminal activity, conflicts of interest or abuse to the Office of Ethics and Compliance, your NYPA business unit or department, Human Resources-Employee Relations or Facility Human Resources Managers. You are also encouraged to utilize NYPA's toll-free Employee Concerns Line (1-877-TEL-NYPA). It is accessible 24 hours a day, 7 days a week. Calls may be made anonymously.

Anyone reporting an ethical concern in good faith or participating in the investigation of a reported concern is protected from retaliation by NYPA's policies and the law. (See Company Policy 1-7 "Anti-Retaliation Policy")

CODE OF CONDUCT HISTORY

Adopted	January 28, 1988
Amended	June 28, 1994
Amended	June 30, 1998
Amended	September 29, 2009
Amended	March 21, 2013



NY Power Authority

Printed on recycled paper 10/19

Title: Anti-Retaliation Policy

Document Type:	Company Policy
Document Number:	CP 1-7
Revision Date:	9/25/2021
President:	*Quiniones, Gil* President & CEO
Executive Owner:	Driscoll, Justin EVP & General Counsel
Content Owner:	Gryzlo, Joseph VP & Chief Ethics & Compliance Officer

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Anti-Retaliation Policy

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date(For IBC Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
9/25/2021	4	Periodic (Every Other Year) Review – No Changes	N/A	Joseph W. Gryzlo VP & Chief Ethics & Compliance Officer
7/15/2019	3	Update to e-Scribe template Changed to “He/she” Corrected department title Updated reference to PARA	 5.2.2 5.4.1 5.5.3 7	Joseph W. Gryzlo VP & Chief Ethics & Compliance Officer

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA’s approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

1 PURPOSE AND SCOPE

This Policy is applicable to all NYPA employees and its Board members. It prohibits discrimination, harassment and/or retaliation of any kind against anyone who reports in good faith, based upon a reasonable belief (i) a complaint and/or provides information concerning an actual, potential or suspected act of fraud, misconduct, wrongdoing or other inappropriate behavior by an employee or NYPA business partner as further described in this Policy, or (ii) a complaint and/or provides information regarding any alleged conduct that violates or demonstrates non-compliance with the NYPA Code of Conduct, NYPA policies and procedures and/or any applicable laws and regulations affecting the organization ("Whistleblowing Events"). This policy is not applicable to retaliation complaints based upon the Equal Employment Opportunity, Anti-Harassment and Anti-Discrimination Policy (CP 1-14).

Such report may be made to (i) NYPA's Office of Ethics and Compliance , (ii) a member of NYPA's supervisory staff, (iii) any other person employed by NYPA who has the authority to discover, investigate or substantiate fraudulent activity, misconduct and wrongdoing and (iv) a federal or state regulatory agency, law enforcement or other governmental agency. This Policy is an integral component of NYPA's Ethics and Compliance Program and represents NYPA's approach to Whistleblowing events and further establishes a NYPA Employee Concerns Hotline (see section 5.3).

2 APPLICABILITY

This Policy shall be adhered to by all employees. Implementing procedures or guidelines shall be prepared as necessary to provide appropriate guidance in meeting the management controls.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Whistleblowing events – Information in a complaint or provided in any form relating to fraud, misconduct, wrongdoing, non-compliance with NYPA's Code of Conduct, NYPA policies and procedures or applicable laws and regulations.

4 RESPONSIBILITY

Responsibility and oversight of this policy resides with the approver unless herein noted.

5 POLICY IMPLEMENTATION

5.1 General

5.1.1 NYPA has established an anti-retaliation policy to:

a) Encourage employees to report Whistleblowing events in an expeditious manner, while ensuring that employees are protected as provided for in this

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Policy.

b) Encourage employees to provide information, cause information to be provided, or otherwise assist or participate in investigations or proceedings relating to Whistleblowing events.

c) Protect employees from discrimination, harassment, or retaliation for disclosing information or otherwise assisting or participating in investigations concerning Whistleblowing events engaged in by NYPA employees or NYPA business partners.

5.2 Responsibilities

5.2.1 The Vice President and Chief Ethics & Compliance Officer in conjunction with the Executive Vice President and General Counsel, or his/her designee, is responsible for the implementation of this Policy.

5.2.2 The Vice President and Chief Ethics & Compliance Officer will review each Whistleblowing event as it is received either through the Employee Concerns Hotline or through any other reporting source. He/she will discuss the nature of the complaint, any allegations and/or other information provided with the Executive Vice President and General Counsel and Assistant General Counsel-Labor and Employment and determine the manner in which the Whistleblowing event will be addressed, including whether a formal investigation will be conducted to further review the Whistleblowing event.

5.3 NYPA Employee Concerns Hotline (1-877-TEL- NYPA or 1-877-835-6972)

This Policy establishes and encourages the utilization of a centralized, outsourced, toll-free hotline for reporting any Whistleblowing events. Employees may remain anonymous if they choose to do so. This centralized NYPA Employee Concerns Hotline is accessible twenty-four (24) hours a day, seven (7) days a week and replaces all pre-existing hotlines maintained by or on behalf of individual NYPA departments.

5.4 Investigation Implementation

5.4.1 Any employee who wishes to report a Whistleblowing event may do so through a number of mechanisms, including direct discussion with a member of NYPA's supervisory staff, the Office of Ethics and Compliance, the Internal Audit Department, the Human Resources Employee Relations division or Facility Human Resources staff either in person or via telephone, e-mail, or use of the outsourced NYPA Employee Concerns Hotline.

5.4.2 Every Whistleblowing event will be reviewed, and a determination will be made as to whether it can be substantiated, either in whole or part. This review will include an assessment of specific information including, but not limited to, dates, times,

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

locations, participants, and any other relevant data needed to conduct a thorough evaluation or investigation. A reported Whistleblowing event which is vague and/or conclusory in nature without sufficient details, will be reviewed but may not be formally investigated, if it is determined by the Law Department and Office of Ethics and Compliance that there is insufficient information with which to conduct a meaningful investigation.

5.4.3 Upon the conclusion of a Whistleblowing event review and/or investigation, the Vice President and Chief Ethics & Compliance Officer, the Executive Vice President and General Counsel, or his/her designee, and Assistant General Counsel-Labor and Employment will meet with the appropriate members of the Executive Management Committee or the Board of Trustees to determine the extent to which the alleged violation(s) have been substantiated and what, if any, corrective and/or disciplinary action will be recommended to resolve the matter. The Governance Committee of the Board of Trustees will be notified as necessary in accordance with its responsibilities to oversee NYPA's Ethics and Compliance Program. In addition, a decision will be made regarding the feedback which may be provided to the source of the Whistleblowing event and any other affected employees or business partners. Investigation files will be maintained in accordance with NYPA's records retention procedures.

5.5 No Retaliation for Good Faith Reports

5.5.1 Employees reporting a Whistleblowing event in good faith, based upon a reasonable belief, are protected from discrimination, harassment, or retaliation of any kind for making the report.

5.5.2 No employee may demote, discharge, harass, suspend, threaten, or in any other manner discriminate or retaliate against an employee based upon that employee's good faith and reasonable belief in engaging in any of the following behavior:

a) Reporting a Whistleblowing event or filing a claim with respect to an actual, potential or suspected Whistleblowing event to any person with supervisory authority over the employee (or such other NYPA employee who has the authority to discover, investigate or determine misconduct or workplace violations) or a federal or state regulatory agency, law enforcement or other governmental agency.

b) Providing information, causing information to be provided, or otherwise assisting or participating in an investigation or proceeding related to a Whistleblowing event.

5.5.3 Any employee who believes that he or she is the subject of retaliation or who observes retaliation against another in violation of this Policy shall immediately report such retaliation to the Office of Ethics and

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

Compliance.

5.6 Remedies For Employees Making False Allegations

5.6.1 Employees shall not knowingly report false allegations against other employees or Whistleblowing events, either through the NYPA Employee Concerns Hotline or by any other means.

5.6.2 Any employee who knowingly submits a false allegation or Whistleblowing event or who retaliates against another employee or anyone reporting and/or cooperating in the review/investigation of a Whistleblowing event, is subject to disciplinary action up to and including termination of employment.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination. Violations of this Policy by contractors and other authorized third parties may result in the revocation of such party's access to NYPA's premises and/or electronic access to its systems, and the termination of such party's contract for services. In addition, where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state or local laws.

7 REFERENCES

7.1 NYPA Code of Conduct – PowerNet > Departments > Office of Ethics and Compliance > Code of Conduct

7.2 CP 1-14 Equal Employment Opportunity Anti-Harassment and Anti-Discrimination – PowerNet > Quick Link > Policies & Procedures > Company Polices

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document.

Revision cycle: Every Other Year

9 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

E-Signature Approval History

Role	Name	Approved Date
President	Quiniones, Gil	9/25/2021
EVP Chief HR and Administrative Officer	Pizzo, Kristine	9/13/2021
General Counsel	Driscoll, Justin	9/2/2021
Chief Operation Officer	Kessler, Joseph	7/29/2021
Executive Owner	Driscoll, Justin	7/29/2021
Content Owner	Gryzlo, Joseph	7/29/2021

Printed copies are not controlled.
For the latest revision of this document, refer to the Policy and Procedure PowerNet Site.
Records will be retained in accordance with NYPA's approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to NYPA.

ADMINISTRATIVE SERVICES BULLETIN

NUMBER: ASB-2025-002

SUBJECT:

2025 Seasonal and Occasional PEF Transportation Construction Inspector (TCI) Rates

Director, Office of Human Resources

1/21/25
DATE

DISTRIBUTION:

All Canal Employees

This Bulletin supersedes Corporation Administrative Services Bulletin ASB-2024-005

Compensation

Listed below are the hourly wage rates for New York State Canal Corporation (Corporation) seasonal and occasional PEF Unit V Transportation Construction Inspector (TCI) 1, 2, and 3 position titles in effect as follows:

Title	Hourly Rates as of 04/01/2025
Transportation Construction Inspector 1	$20.60
Transportation Construction Inspector 2	$22.66
Transportation Construction Inspector 3	$24.72

TCIs are paid on an hourly basis for the time they work and are authorized to work a 40-hour work week. The number of hours each individual TCI will work in each pay period cannot be predicted in advance; accordingly, TCI positions are on a lagged payroll cycle. After the employees work hours are recorded and verified, the information is sent to the New York Power Authority in White Plains where paychecks are processed.

Assuming a TCI has completed and submitted all required paperwork to Canal Personnel, the employee will receive their first paycheck on Friday, sixteen days after the end of the pay period in which they started. Thereafter, they will be paid every two weeks with their last check coming sixteen days after the end of the pay period in which they stopped working.

To be paid on time, it is the employee's responsibility to complete their time sheets daily and promptly submit them to their supervisor at the end of the pay period.

TCIs who are required to work on a holiday are eligible for holiday pay or double time for up to 8 hours for three holidays per season as follows:

If an employee works a 10-hour day, 8 hours will be holiday pay and two hours will be straight pay. The employee must have worked at least 25 days in a season before receiving holiday pay. If the employee has not worked 25 days prior to the holiday, they will receive holiday pay retroactively after the 25th day worked.

Seasonal employees continuously employed for more than one season, will be eligible for holiday pay for all holidays observed by the Canal Corporation during their period of employment.

Benefits

The following fringe benefits are applicable to incumbents in seasonal and occasional TCI positions, as follows:

NYS and Local Employees Retirement System – seasonal and occasional TCIs have the option of joining the NYS and Local Employees Retirement System. Individuals who join will be required to contribute a percentage of their gross wages to the system. Contributions will be made through payroll deduction.

Social Security – Social Security coverage is provided for all employees and required contributions will be made through payroll deduction.

Unemployment Insurance – All employees are covered by NYS Unemployment Insurance.

Workers Compensation – All Canal Corporation employees have NYS Workers Compensation coverage.

Health Insurance/Prescription Drug Coverage – Only hourly employees hired for an anticipated period of 26 weeks, or more are entitled to participate in the NYS Health Insurance Program. Hourly employees enrolled in Health Insurance are responsible for a portion of the premium payments. The amount varies depending on the plan selected and whether the employee has individual or family coverage. Employees enrolled in the NYS Health Insurance Program also receive prescription drug coverage through their chosen health insurance plan.

Health and Safety Equipment – All Canal Corporation employees will be provided with personal protective equipment (PPE) pursuant to the Corporation's health and safety guidelines. Employees may be reimbursed for safety footwear at management's discretion.

TCIs are not eligible to earn paid time off or participate in the Corporation's tuition reimbursement program.

Exhibit 24
March 18, 2025

ADMINISTRATIVE SERVICES BULLETIN

NUMBER: ASB-2024-018

SUBJECT:

Rehired Retiree Eligibility For Accruals/Holiday Pay

Director, Office of Human Resources _____ DATE

DISTRIBUTION:
Timekeepers & Administrative Staff

Rehired Retirees are temporary employees who typically work on a part-time (50% or less) basis. This bulletin is to clarify the rules of timekeeping for such individuals employed by the Corporation.

Accruals
Rehired Retirees are ineligible to earn leave accruals, including floating holidays. Any time earned prior to retirement will be liquidated at the time of retirement in accordance with applicable Time and Attendance rules and/or procedures.

Holidays
Rehired Retirees are ineligible for Paid Holidays, even if their workday lands on a paid holiday that a permanent employee would be eligible to receive.

Questions
If you have general benefits questions, please contact Canal Benefits at 518-449-6003, or by e-mail at CanalBenefits@canals.ny.gov.

Exhibit 25
March 18, 2025

ADMINISTRATIVE SERVICES BULLETIN	NUMBER: ASB-2024-023 SUBJECT: **DRIVER LICENSE REQUIREMENTS AND VERIFICATION PROCEDURE**
Director, Human Resources — 12/1/2024 DATE	DISTRIBUTION: All Employees

This Bulletin supersedes Administrative Services Bulletin ASB-2023-020

This Bulletin is issued as a reminder to employees and supervisors to maintain the appropriate driver license necessary for the performance of the full duties of their position. No one is allowed to: (1) operate a New York State Canal Corporation (Corporation) or New York State Power Authority (Authority) vehicle (Authorized Vehicle) unless they have a valid driver license appropriate for the class of vehicle being operated; or (2) drive a personal vehicle on Corporation or Authority property while their license is expired, revoked, suspended or otherwise invalid.

Employees

It is solely the responsibility of employees whose job duties require the possession of a valid driver license (including a Commercial Driver License [CDL] with appropriate endorsements) to ensure that their driver license is: (1) not expired, revoked, suspended or otherwise invalid; (2) of an appropriate status for their position; (3) kept up-to-date; and (4) in their possession at all times while on duty.

Moreover, it is also every employee's responsibility to: (1) monitor the status of their driver license to ensure that it is valid (i.e., not expired, revoked, suspended or otherwise invalid); (2) ensure that their license coverage does not lapse; (3) ensure that their current address is displayed on their driver license; and (4) notify the New York State Department of Motor Vehicles (DMV) or appropriate issuing department when they change their address.

An employee must immediately notify their supervisor when they learn that their required driver license is expired, revoked, suspended or otherwise rendered invalid for any reason. Employees whose position requires possession of a valid CDL must notify their supervisor if the status of their license is downgraded. Notification must be made immediately or no later than the start of their next regularly scheduled shift regarding the change in license status. Failure to make such notification within the required time period, may result in administrative action being taken. An employee must not operate an Authorized Vehicle or drive a personal vehicle on Corporation or Authority property during the period in which the employee does not possess a valid driver license.

Pursuant to the contract language, CSEA Unit III permanent employees whose job requires a driver license shall be suspended without pay for any period during which the employee's driver license is suspended, revoked or expired. Such employee may also be subject to disciplinary or other administrative action at the Corporation's sole discretion. Employees who, within seven days of their license being suspended, revoked or expired, inform their

supervisor and regain the right to operate vehicles identical to those the employee could operate prior to the driver license being suspended, revoked or expired, shall not be subject to disciplinary action solely for the first time they lose their driver license. However, if the CSEA Unit III employee operated an Authorized Vehicle during the period of the expiration, revocation or suspension of their license, disciplinary or other administrative action may be taken even if it is the first time the employee has lost driving privileges.

Permanent employees whose duties require the possession of a valid driver license may be dismissed without formal disciplinary action for being unqualified for their position consistent with the New York Court of Appeals decision in Felix v. NYC Department of Citywide Administrative Services, 3 N.Y.3d 498 (2004).

Temporary and probationary employees who do not maintain the required valid driver license may be dismissed from their positions.

Employees with a New York State driver license should contact the New York State Department of Motor Vehicles (DMV) to obtain information about their driver license by calling (518) 486-9786 between 8 a.m. and 4 p.m., Monday through Friday, or by emailing via the website at http://dmv.ny.gov. Employees may monitor the status of their driver license by creating a MyDMV account through the DMV website.

Employees with a driver license issued by another state should contact the appropriate issuing department to monitor the status of their driver license.

Supervisors

Supervisors are expected to remind employees within their reporting structure of the above responsibilities regarding their driver license.

Supervisors must also advise employees that they are not permitted to drive a personal vehicle on Corporation property while their license is expired, revoked, suspended or otherwise invalid.

Questions

Questions concerning the status of an employee's driver license should be directed to your supervisor, Employee Relations at (518) 449-6003, or by e-mail at EmployeeRelations@canals.ny.gov.

POLICY TITLE:	**Assignment and Use of Canal Corporation Vehicles**
POLICY NUMBER:	CADM-POL-001
REVISION DATE:	6/2/2022
FINAL APPROVER	Brian Saez Senior Vice President – Power Supply & Canals
EXECUTIVE OWNER:	Dave Mellen Regional Manager - Canals
POLICY OWNERS:	Lisa Wright Manager, Administrative Services Melinda Lepage Director, Business Services

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

Assignment and Use of Canal Corporation Vehicles

Note: Revision # should be listed in descending order starting with most recent version at the top.

Revision Date	Revision #	Description/Modification	Revision Section(s)	Author
6/2/2022	4	Document was updated to reflect the new Corporation organizational structure and align with Corporation operations.	All	Melinda Lepage, Director, Business Services
1/8/2019	3	Clarification regarding forms CC-N3110 and CC-3111-9	5.2.2 5.2.3	Jaime Deluca, Director, Technical Services
2/20/2018	2	Removed references to State Police and Thruway, updated form #s, removed redundant information and updated where clarification was necessary	All	Jaime Deluca, Director, Technical Services
1/1/2017	1	**This rescinds and replaces: 25-01-08** Removed references to the Thruway Authority and converting the document to a new template	N/A	Bruce Shoener

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

Contents

1 Purpose and scope 4
2 Applicability 4
3 Initialisms (Acronyms) and Definitions 4
4 Responsibility 4
5 Policy implementation 4
5.1 Eligibility for Use of Corporation Vehicles 4
5.2 Assignment of Vehicles 5
5.3 Classification 5
5.4 Use of Corporation Vehicles 6
5.5 Examples of appropriate use of a Corporation Vehicle 7
5.6 Use of Drivers 8
5.7 Vehicle Use Logs 8
5.8 Duty Officer Status 9
5.9 Commuting Use 9
5.10 Reporting Location 9
5.11 Dissemination and Acknowledgement 9
5.12 General Requirements and Restrictions 9
5.13 Fuel for Corporation Vehicles and long-term rental vehicles 10
6 Violations 10
7 References 10
8 Policy Review and Expiration 11
9 Document Approvals 11
10 Attachments 11

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

1 PURPOSE AND SCOPE

Administrative Services establishes administrative policies and procedures governing the assignment, operation and use of New York State Canal Corporation (Corporation) vehicles to include, but not be limited to, the following:

- clear delineation and/or assignment of specific responsibilities,
- specific guidelines for the use of Corporation vehicles to address legal, operational and safety issues,
- procedures to identify and resolve anomalies and/or instances of non-compliance with established policies and procedures,
- procedures to ensure appropriate levels of management reporting, documentation and/or record keeping, and
- procedures to ensure, where necessary, the timely and accurate computing and reporting of the value of personal use of vehicles in accordance with Internal Revenue Service reporting requirements.

2 APPLICABILITY

This Policy is applicable to all Corporation and New Yok State Power Authority (NYPA) employees operating Corporation vehicles and supervisors of those employees.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Corporation – New York State Canal Corporation

NYPA – New York State Power Authority

Corporation Vehicle- any vehicle provided to an employee to perform Corporation business including rental vehicles

4 RESPONSIBILITY

The Office of Business Services within the Office of Administrative Services has overall responsibility for this procedure. Employees should review this procedure on an annual basis.

5 POLICY IMPLEMENTATION

5.1 Eligibility for Use of Corporation Vehicles

Only Corporation and, when necessary, NYPA employees on Corporation business are authorized to operate Corporation vehicles. Contractors are not allowed to operate Corporation vehicles unless being operated by a vendor for vehicle maintenance purposes. Any requests for exceptions due to an extenuating circumstance must be submitted in advance, in writing, to the Manager, Administrative Services for consideration.

Operators of a Corporation-owned or rented vehicle or other motorized equipment must possess a proper and valid license to operate such vehicle or equipment in New York State. Employees are responsible for having both a valid and appropriate class license and/or endorsement in their possession when operating any Corporation Fleet asset. Every employee who may use a Corporation vehicle is required to immediately inform their supervisor of any license revocation, suspension, or restriction.

The Corporation participates in the License Event Notification System (LENS) program administered by the Department of Motor Vehicles to receive reports of driver license

revocations, suspensions, and restrictions. No individual shall be allowed to operate a Corporation vehicle if there has been a change in licensure that restricts driving privileges unless the operation of the Corporation vehicle complies with such restrictions. The Corporation retains the right to require any individual using a Corporation vehicle to participate in a safe driving program

5.2 Assignment of Vehicles

The Corporation, for the purposes of ensuring readiness to mobilize personnel and equipment to address routine ongoing operations and unusual incidents (i.e., accidents, hazardous spills, floods, structural deficiencies, weather/natural incidents, terrorist/manmade incidents, etc.), maintains a fleet of vehicles.

In qualified and limited circumstances, a Corporation vehicle may be assigned to a specific employee or work unit. When requesting approval for the individual or work unit assignment of Corporation vehicles, the Manager of Administrative Services or designee will be provided with a Vehicle Assignment - Request, Upgrade, Update or Reassignment (Vehicle Assignment) form which includes:

- justification for which an individually assigned vehicle is requested;
- information as to whether the vehicle may be taken home at night or used for commuting purposes during the Navigation Season;
- where the vehicle will be parked overnight if approved for such use; and/or
- location the vehicle will be parked when not in use

The Vehicle Assignment form must be used whenever a vehicle is being assigned or when an existing assignment is being changed. Any new or modified individual or work assignments must be approved by the Manager of Administrative Services or designee via this form. Transferring vehicles between assignees without authorization is prohibited.

The Vehicle Assignment Confirmation (CC-3111-9) form must be completed annually and be reviewed by the Manager of Administrative Services or designee.

5.3 Classification

Vehicle assignments are based on job duties and are categorized into the following classes:

- Class 1/Work Unit

  Assignments made to a work unit for use of the unit in accordance with the operational objectives of the Regional Canal Engineer or Program Manager and may have a primary user assigned (for example, a vehicle assigned to Construction Management); however, the primary user is not the Regional Canal Engineer or Program Manager.

- Class 2/Employee Assignment

  Assignments made to certain employees whose job requirements necessitate the **daily or regular** use of a vehicle (for example, Regional Canal Engineers and Section Superintendents). Vehicles in this class of assignment must remain at the employee's reporting location overnight and may not be used for commuting. Occasional use by other employees may occur when operational need exists.

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

- Class 2s

  Class 2s assignments are Class 2 assignments that include seasonal commuting privileges of no more than 35 miles to the employee's residence or to a Corporation facility. This assignment is permitted due to the responsibilities, for a pre-defined period.

Note: Under unique circumstances, a temporary upgrade of an assignment to permit commuting privileges may be approved by the Manager of Administrative Services and Canals Regional Manager for a defined period. There must be an emergent need or clear benefit to the Corporation for such change.

- Class 3/Pool Assignments

  A pool of unassigned passenger vehicles available at Corporation facilities for use by employees in the conduct of official Corporation business. Note: NYPA Fleet maintains pool vehicles for use by NYPA employees. The office administrator serves as the assignee for these vehicles for the use of these vehicles assigned to administrative offices.

In circumstances where an assigned or pool vehicle is not available, Corporation Management may allow employees to use either a short-term rental car or their personal vehicle, whichever is more cost/time effective, or if the employee demonstrates an acceptable reason for using a personal vehicle. Trip calculators for determining the least expensive option may be found on the website of the Office of General Services at http://www.ogs.ny.gov/BU/SS/Trav/Calculators.asp. Corporation employees who may be entitled to reimbursement of travel expenses should review the Corporation's Travel Handbook.

Employees with physical disabilities who own specially equipped personal vehicles are authorized to use their personal vehicles when automobile transportation is required to perform Corporation functions.

5.4 Use of Corporation Vehicles

Corporation vehicles may be used for official business only. Use for any personal business is prohibited except under very limited circumstances where: (1) personal use such as commuting is expressly authorized and regulated by the vehicle assignment category/class; or (2) personal use is brief and incidental to official business ("brief and incidental" are minor deviations for such things as obtaining lunch or other necessary items; see examples in 5.5). Especially in cases where personal use is authorized or is incidental to official business, each person operating Corporation vehicles is expected to exercise good judgment to avoid the appearance of impropriety.

Use of Corporation vehicles to transport passengers shall be limited to the following:

- Employees of the Corporation or NYPA engaged in official Corporation business
- Non-employees engaged in official Corporation business with other Corporation or NYPA employees conducting Corporation business
- Persons in the control or custody of the Corporation (e.g., transportation of a patron in an emergency situation).

Due to the public nature of the work being performed when operating Corporation vehicles, persons operating Corporation vehicles have no expectation of privacy in connection with such

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

use. The Corporation expressly reserves the right to monitor and record the use of any equipment it issues or assigns for a legitimate work-related purpose and Corporation vehicles are no exception. Accordingly, the use of Corporation vehicles may be monitored and recorded at any time by visual, documentary, or electronic means.

In the event of an emergency or incident involving the vehicle, the employee's supervisor should be contacted immediately.

5.5 Examples of appropriate use of a Corporation Vehicle

- Example 1:
  An employee who is required to stay overnight for an out-of-town meeting drives the Corporation vehicle to a restaurant in close proximity to the overnight lodging in order to have dinner.
  All vehicle use in this example is ***consistent with the Policy*** because the Corporation vehicle is used for official business and the personal use (driving to and from the restaurant) is incidental to official business.

- Example 2:
  An employee has an all-day meeting in a different part of the State. Since it would not be practical to pick up or drop off the vehicle from the official work location on the day of the meeting, the employee takes a Corporation vehicle home the evening prior to the meeting, drives to the meeting early the next morning, drives home that evening, and returns the vehicle the following morning.
  All vehicle use in this example is ***consistent with the Policy*** because driving from the official work location to home and from home back to the official work location is personal use incidental to official business.

- Example 3:
  Using Example 2, adding that on the trip back to home the employee stops to pick up a loaf of bread and a gallon of milk at a supermarket that is on the route home.
  All vehicle use in this example is ***consistent with the Policy*** because the brief stop at the supermarket, while clearly personal, is a minor deviation from official business and is considered incidental to official business.

- Example 4:
  Using Example 3, instead of stopping briefly at a supermarket on the route home, the employee stops at an outlet mall just off the highway to shop for one hour.
  Even if the employee stops at the outlet mall outside regular work hours, using the Corporation vehicle for outlet shopping ***violates the Policy***. Unlike the stop in Example 3, the purpose of this detour is not to obtain necessary items of sustenance (such as bread and milk), nor is the detour brief. For these reasons, the personal use of the vehicle is clearly not incidental to official business.

- Example 5:
  An employee takes a vehicle home overnight prior to an all-day meeting in another part of the State. They have tickets to a ballgame the evening before their trip, and

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

because the only vehicle available is the Corporation vehicle, they drive to the ballgame with three friends in the vehicle.

Using the Corporation vehicle to take friends to the ballgame ***violates the Policy*** for two reasons. First, travel to and from the ballgame is neither brief nor incidental to official business. Second, carrying persons who are not Corporation employees and who are not engaged in official business violates the Policy and creates a potential liability for the Corporation.

In addition to the examples above, which assume an employee is utilizing a pool car or rental vehicle and in travel status, the following examples apply to employees with assigned vehicles:

- Example 6:

  An employee picks up the Corporation vehicle at their reporting location in the morning and travels 30 miles to a job site, where they will work all day before returning the vehicle at the shift end. During their lunch break, the employee stops at a local deli to pick up lunch.

  All vehicle use in this example is ***consistent with the Policy*** because the brief stop at the deli, while clearly personal, is a minor deviation from official business and is considered incidental to official business.

- Example 7:

  An employee commutes with a Corporation vehicle to their reporting location. They have scheduled a routine dental appointment during the workday, and because the only vehicle available is the Corporation vehicle, they drive to the appointment.

  Using the Corporation vehicle to drive to the dental appointment ***violates the Policy***. Unlike the stop in Example 6, the purpose of this trip is not to obtain necessary items of sustenance, nor is the trip brief. For these reasons, the personal use of the vehicle is clearly not incidental to official business.

5.6 Use of Drivers

An employee may have another Corporation or NYPA employee drive the employee in a Corporation vehicle for official business but driving another Corporation employee cannot be the sole or primary duty of any Corporation employee.

5.7 Vehicle Use Logs

All operators of Corporation vehicles covered by this Policy must attest to their use of the vehicle. All individuals assigned a vehicle (Class 1, 2 or 2s) and employees using unassigned vehicles or long-term rentals (rental lasting longer than a concurrent five-day work week) are required to submit a Monthly Vehicle Usage and Mileage Log.

As personal use of Corporation vehicles, such as commuting, may be considered taxable income under Internal Revenue Service regulations, all employees required to complete the Statement of Taxable Use of Corporation Provided Vehicles should keep copies of their logs with their tax records for a minimum of four years. Based on the amount of personal use, including commuting, identified in completed logs, employees shall complete and submit logs in accordance with the instructions on the form.

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

5.8 Duty Officer Status

Duty Officer status does not convey any special privileges with respect to vehicle use. If an employee who serves as a Duty Officer has been assigned a vehicle due to job requirements, personal use is restricted by the class assignment.

5.9 Commuting Use

Commuting to and from an employee's residence is allowed under a Class 2s assignment or temporarily approved special circumstance, but the one-way distance shall be limited to no more than 35 miles from the employee's reporting location. The Manager of Administrative Services may authorize requests for commuting distances greater than the mileage limit for such assignments provided the employee is able to demonstrate that they can satisfactorily respond to callouts.

The value of commuting use and personal use, even if on a seasonal or temporary basis, must be reported to the Internal Revenue Service for tax purposes.

5.10 Reporting Location

Vehicles assigned without commuting privileges must remain overnight at the reporting location including Administrative Headquarters, Regional Headquarters, or another designated Corporation vehicle location, unless the Program Manager, Regional Canal Engineer, or other designated representative authorizes an exception. In all cases, such overnight travel status must be demonstrated in the request as a clear benefit to the Corporation.

5.11 Dissemination and Acknowledgement

This Policy and associated forms are available on the intranet and should be reviewed by anyone assigned to or operating a Corporation-owned or -rented vehicle.

5.12 General Requirements and Restrictions

- Operators of Corporation-owned or -rented vehicles or other motorized equipment are subject to, and must comply with, applicable Corporation, state and municipal motor vehicle rules and regulations.
- Operators and all passengers are required to use seatbelts, regardless of seating location in Corporation vehicles.
- Operators of Corporation vehicles may not send or view emails or text messages while driving.
- Operators of Corporation vehicles may not engage in telephone calls while driving unless the device is used in hands-free mode. Hands-free calling should only be conducted when it does not interfere with the safe operation of the vehicle. Due to inherent dangers of distracted driving, all operators are strongly encouraged to conduct calls while the vehicle is safely off the highway and not in motion.
- Operation of a Corporation vehicle under the influence of any alcohol and/or any drug that would impair driving is prohibited.
- Possession or use of alcohol, illegal drugs or other intoxicating substance by any person in a Corporation vehicle is prohibited.
- Smoking in Corporation vehicles is prohibited.
- All persons are prohibited from carrying, possessing, or transporting firearms, other weapons, or explosive devices in a Corporation vehicle unless expressly authorized to

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

do so in connection with carrying out their official duties.

- The use of radar detectors in Corporation vehicles is prohibited.
- Travel should be by the most direct route possible, taking into consideration cost-effectiveness, actual distance traveled, and the time to travel such distances, except as otherwise required by traffic, weather, or road conditions.
- Parking tickets, permits, or placards that grant special parking privileges for Corporation vehicles may be used only for official Corporation business.
- All parking, moving, and E-ZPass violations shall be the personal responsibility of the operator of the Corporation vehicle.
- No banners, advertising, placards, decals, or stickers may be placed on a Corporation vehicle, unless expressly authorized by the Corporation.

5.13 Fuel for Corporation Vehicles and long-term rental vehicles

Preference should be given to using internal Corporation Fuel Sites for fueling all Corporation vehicles and equipment.

In the event that vehicles and equipment need to be refueled in the field, Wright Express (WEX) Fuel cards must be utilized. Employee ID numbers and vehicle odometer readings must be input into the fuel dispensing system. **Employees are to use only their employee ID number and are not to share it with anyone for fueling purposes.** Failure to accurately input either Employee ID numbers or vehicle odometer readings will prevent the system from dispensing fuel. **Fuel Card purchases are to be limited to regular (87) octane fuel only, no premium blend fuel into Corporation passenger/light duty vehicles**. Fuel cards are to be used only for the vehicle it is assigned to. Fuel Cards purchases are limited to fuel purchases only.

If WEX Fuel Cards are not honored at the fuel site, an employee may elect to pay for the fuel in cash, a personal credit card, or when in travel status, a Corporation-issued Travel Card. Only computer printed receipts will be honored for reimbursement. Reimbursement for handwritten receipts will be considered an exception to this Policy and must be specifically approved by the Program Manager of the individual seeking reimbursement.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination. The Corporation reserves the right to revoke access to any party (e.g. contractors, visitors, etc.) including such party's access to Corporation premises and/or electronic access to its systems, and the termination of such party's contract for services. In addition, where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state or local laws.

7 REFERENCES

7.1 Vehicle Assignment Confirmation

7.2 Vehicle Assignment-Request, Upgrade, Update or Reassignment

7.3 Monthly Vehicle Usage and Mileage Log

7.4 Statement of Taxable Use of Corporation Provided Vehicles

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required per the revision cycle listed below.

Revision cycle: Every Other Year

9 DOCUMENT APPROVALS

Policy Owners	Signature	Date
Melinda Lepage, Director, Business Services	Melinda Lepage Melinda Lepage (Jun 13, 2022 07:50 EDT)	Jun 13, 2022
Lisa Wright Manager, Administrative Services	Lisa Conners Wright Lisa Conners Wright (Jun 13, 2022 08:37 EDT)	Jun 13, 2022

Executive Owner	Signature	Date
Dave Mellen Regional Manager - Canals	David Mellen David Mellen (Jun 14, 2022 11:10 EDT)	Jun 14, 2022

Final Approver	Signature	Date
Brian Saez Senior Vice President – Power Supply & Canals	Brian Saez Brian Saez (Jun 17, 2022 11:36 EDT)	Jun 17, 2022

10 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

NEW YORK STATE OF OPPORTUNITY | Canal Corporation

POLICY TITLE:	**Reasonable Accommodation in Public Programs and Services for People with Disabilities**
POLICY NUMBER:	CADM-POL-004
REVISION DATE:	September 5, 2023
FINAL APPROVER:	Brian Saez SVP Power Supply
EXECUTIVE OWNER:	David Mellen Regional Manager, Canals
POLICY OWNERS:	Nancy Harvey Chief Diversity, Equity and Inclusion Officer Philip Kelly Director of Human Resources

Revision Date	Revision #	Description/Modification	Revision Section	Author
9/5/2023	0	Original Issue	All	Justin Pruyne Senior EEO/AAO Investigator

The issuance of this Policy supersedes Canal ASB-2021-011.

Contents

1 Purpose and scope 4
2 Applicability 4
3 Initialisms (Acronyms) and Definitions 4
4 Responsibility and accountability 5
5 Policy implementation 6
5.1 Policy Requirements 6
5.2 Implementation and Oversight 6
5.3 Accessibility Considerations 6
5.4 Examples of Prohibited Disability-Based Discrimination 7
5.5 Safety Requirements and Direct Threats 8
5.6 Notices, Information and Signage 9
5.7 Communication through Auxiliary Aids and Services 9
6 Violations 10
7 References 10
8 Policy Review and Revision 10
9 Document Approval 10
10 Attachments 11

1 PURPOSE AND SCOPE

The New York State Canal Corporation (Corporation) is committed to ensuring equal opportunity for persons with disabilities. To this end, it is The Corporation's Policy to provide Reasonable Accommodations in all its public programs and services. This Policy is based on Title II of the Federal Americans with Disabilities Act (ADA), the New York Human Rights Law and all other applicable regulations or rules thereunder. This duty of Reasonable Accommodation applies to:

- Physical accessibility at Corporation facilities, programs, and events;
- Policy changes necessary to ensure that all people with disabilities can take part in, and benefit from, all Corporation owned or operated public programs and services; and
- The provision of necessary auxiliary aids and services to ensure effective communication with Qualified Individuals with Disabilities.

2 APPLICABILITY

This Policy shall be adhered to by all Corporation employees, contractors and other authorized third parties and applies to all publicly available Corporation programs and services, as well as to all Corporation owned or operated offices, buildings, and projects to the extent that they offer services, programs and activities that are open to the public.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

ADA - Federal Americans with Disabilities Act (42 USCA §§ 12131-12134). Title II of the ADA applies to State and local governmental entities, and, in subtitle A of Title II, Qualified Individuals with Disabilities (defined below) are protected from discrimination on the basis of disability in services, programs and activities provided by such entities.

ADA Coordinator - The Corporation's designee who coordinates and implements compliance activities pursuant to the ADA, a function assigned to its Chief Diversity Equity and Inclusion Officer.

Auxiliary Aids and Services - Qualified interpreters (on-site or through video remote interpreting [VRI] services); note takers; real-time computer-aided transcription services; written materials; exchange of written notes; telephone handset amplifiers; assistive listening devices and systems; telephones compatible with hearing aids; closed caption decoders; open and closed captioning (including real-time captioning); voice, text, and video-based telecommunications products and systems (including text telephones [TTYs], videophones, and captioned telephones, or equally effective telecommunications devices); videotext displays; accessible electronic and information technology; or other effective methods of making aurally delivered information available to individuals who are deaf or hard of hearing; qualified readers; taped texts; audio recordings; brailled materials and displays; screen reader software;

magnification software; optical readers; secondary auditory programs (SAP); large print materials; accessible electronic and information technology; or other effective methods of making visually delivered materials available to individuals who are blind or are otherwise visually impaired.

CDEIO – Chief Diversity, Equity, and Inclusion Officer for the New York Power Authority (NYPA) and the Corporation, a shared service. Serves as its Affirmative Action Officer (AAO) and the head of its Office of Civil Rights and Inclusion (OCRI). The CDEIO functions as the Corporation's Designee for Reasonable Accommodation (DRA) and ADA Coordinator.

Direct Threat - Significant risk to the health or safety of others that cannot be eliminated by a modification of policies, practices, or procedures, or by the provision of auxiliary aids or services. The Corporation is not required to permit an individual to participate in or benefit from its services, programs, or activities when that individual poses a direct threat to the health or safety of others. Such determinations are to be made on an individualized assessment, based on reasonable judgment that relies on current medical knowledge or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures or the provision of auxiliary aids or services will mitigate the risk.

Disability - Physical or mental impairment that substantially limits one or more major life activities of such an individual, a history or record of such an impairment, or being regarded as having such an impairment.

Qualified Individual with a Disability - An individual with a disability who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the Corporation. No such individual shall, by reason of such disability, be excluded from participation in or be denied the benefits of services, programs, or activities of the Corporation, or be subjected to discrimination by the Corporation or its employees.

Reasonable Accommodation - An action taken by the Corporation to remove, or mitigate, barriers to access for a Qualified Individual with a Disability, without causing undue hardship to the Corporation's operations.

Undue Burden - A demonstrable fundamental alteration in the nature of a service, program, or activity or an undue financial and administrative burden. The Corporation has the burden of proving that compliance would result in such alteration or burdens, following consideration of all resources available for use in the funding and operation of the service, program, or activity.

4 RESPONSIBILITY AND ACCOUNTABILITY

Responsibility and oversight of this Policy resides with its approver unless otherwise noted herein.

5 POLICY IMPLEMENTATION

5.1 Policy Requirements

5.1.1 All Corporation services, programs, and activities are to be administered in the most integrated setting that enables Qualified Individuals with Disabilities to interact with non-disabled persons to the fullest extent possible and in a manner that is consistent with governing law.

5.2 Implementation and Oversight

5.2.1 NYPA's Chief Diversity, Equity and Inclusion Officer (CDEIO) is the designated overall Corporation Coordinator for ADA compliance. Managers Human Resources Appropriate stakeholders shall assist the CDEIO with review of and response to Reasonable Accommodation requests submitted by members of the public.

5.2.2 The CDEIO, with the assistance Human Resources will ensure that (i) the names and office phone numbers of the CDEIO and any designee(s) assigned to assist in implementation or oversight of this Policy, as well as (ii) the Corporation's ADA Notice and ADA Grievance Procedure set forth in Appendix A, are readily available, including:

- Posting this information on the Corporation's website;
- Posting this information in public areas of Corporation facilities;
- Providing a copy to anyone inquiring or complaining informally about accommodation of a disability in the Corporation's programs or services.

5.2.3 The CDEIO, with the assistance of other stakeholders, will ensure ADA compliance efforts for new design, construction and/or alteration of facilities, and will also ensure that the Corporation makes reasonable modifications in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless it can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity or otherwise create an Undue Burden.

5.2.4 The CDEIO will further ensure compliance with the grievance procedure on public access to services, programs or activities outlined in Appendix A, and will resolve any associated complaints brought by members of the public.

5.3 Accessibility Considerations

5.3.1 Except as otherwise provided below, no Qualified Individual with a Disability shall, because Corporation facilities are inaccessible to or unusable by said individuals with disabilities, be excluded from participation in, or be denied the benefits of such services, programs, or activities, or be subjected to discrimination.

5.3.2 The Corporation shall operate each service, program, or activity so that each, when viewed in its entirety, is readily accessible to and usable by Qualified Individuals with Disabilities. This does not:

- Necessarily require the Corporation to make each of its existing facilities accessible to and usable by Qualified Individuals with Disabilities;
- Require the Corporation to take any action that would threaten or destroy the historic significance of a historic property; or
- Require the Corporation to take any action that it can demonstrate would result in an Undue Burden, defined above. The burden of proving that compliance would result in such alteration or burden lies with the Corporation, and shall be determined by its CDEIO, in writing.

5.3.3 The Corporation may comply with ADA and other accessibility requirements through such means as redesign or acquisition of equipment, reassignment of services to accessible buildings, assignment of aides to beneficiaries, and delivery of services at alternate accessible sites.

5.3.4 The Corporation is not required to make structural changes in existing facilities where other methods are effective in achieving compliance.

5.3.5 In choosing among available methods for meeting the requirements of the ADA and other accessibility requirements, the Corporation will give priority to those methods that offer services, programs, and activities to Qualified Individuals with Disabilities in the most integrated setting enabling them to interact with non-disabled persons to the fullest extent possible.

5.4 Examples of Prohibited Disability-Based Discrimination

5.4.1 This Policy expressly prohibits unlawful discrimination, on the basis of disability, in the Corporation's delivery of any aid, benefit, or service, whether available directly from the Corporation or through contractual, licensing, or other arrangements. Examples of such unlawful discrimination include:

- Denying a Qualified Individual with a Disability the opportunity to participate in or benefit from a Corporation aid, benefit, or service;
- Affording a Qualified Individual with a Disability an opportunity to participate in or benefit from the aid, benefit, or service that is *not* equal to those afforded to others;
- Providing different or separate aids, benefits, or services to Qualified Individuals with Disabilities, or to any class of individuals with disabilities, than is provided to others, unless such action is necessary to provide Qualified Individuals with Disabilities with aids, benefits, or services that are as effective as those provided to others;
- Otherwise limiting a Qualified Individual with a Disability in the enjoyment of any right, privilege, advantage, or opportunity enjoyed by others receiving the aid, benefit, or service.

- Directly or through contractual or other arrangements, using criteria or methods of administration that have the effect of subjecting Qualified Individuals with Disabilities to discrimination on the basis of disability;
- In determining the site or location of a facility, making selections that have the effect of excluding individuals with disabilities from, denying them the benefits of, or otherwise subjecting them to discrimination;
- Administering a licensing or certification program in a manner that subjects Qualified Individuals with Disabilities to discrimination on the basis of disability. A state entity may not establish requirements for the programs or activities of licensees or certified entities that subject Qualified Individuals with Disabilities to discrimination on the basis of disability;
- Imposing or applying eligibility criteria that screen out or tend to screen out an individual with a disability or any class of individuals with disabilities from fully and equally enjoying any service, program, or activity, unless such criteria can be shown to be necessary for the provision of the service, program, or activity being offered;
- Placing a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the costs of measures, such as the provision of auxiliary aids or program accessibility, that are required to provide that individual or group with the nondiscriminatory treatment required by the ADA and/or New York State policy;
- Excluding or otherwise denying equal services, programs, or activities to an individual or entity because of the known disability of an individual with whom the individual or entity is known to have a relationship or association;
- Denying the use of a service animal, consistent with ADA and New York State regulations (28 CFR 35.136, and where applicable, Human Rights Law § 296.14);
- Requiring an individual with a disability to bring another individual to interpret for them.

5.5 Safety Requirements and Direct Threats

5.5.1 The Corporation may impose legitimate safety requirements necessary for the safe operation of its services, programs, or activities, provided it ensures such requirements are based on actual risks, not on mere speculation, stereotypes, or generalizations about individuals with disabilities.

5.5.2 The Corporation is *not* required to permit an individual to participate in or benefit from its services, programs, or activities when it determines that the individual poses a Direct Threat to the health or safety of others. Such determinations are to be made on an individualized basis, based on reasonable judgment that relies on current medical knowledge or on the best available objective evidence, to ascertain:

- The nature, duration, and severity of the risk;
- The probability that the potential injury will actually occur; and
- Whether reasonable modifications of policies, practices, or procedures or the provision of auxiliary aids or services will mitigate the risk.

5.6 Notices, Information and Signage

5.6.1 The Corporation will make available to applicants, participants, beneficiaries, and other interested persons information regarding the applicability of Title II of the ADA to its services, programs, and activities, in such a manner as deemed necessary by its CDEIO to apprise such persons of the protections against discrimination assured them by the ADA.

5.6.2 The Corporation will ensure that interested persons, including those with impaired vision or hearing, can obtain information as to the existence and location of accessible services, activities, and facilities.

5.6.3 The Corporation will provide signage at all inaccessible entrances to each of its facilities, directing users to an accessible entrance or to a location at which they can obtain information about accessible facilities. The international symbol for accessibility will be used at each accessible entrance of a facility.

5.7 Communication through Auxiliary Aids and Services

5.7.1 The Corporation will take appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others, including by furnishing appropriate Auxiliary Aids and Services (defined above) where necessary to afford such individuals an equal opportunity to participate in, and enjoy the benefits of, a Corporation service, program, or activity.

5.7.2 In determining what types of auxiliary aids and services are necessary, the Corporation shall give primary consideration to the requests of individuals with disabilities. The type of Auxiliary Aid or Service necessary to ensure effective communication may vary in accordance with the method of communication used by the individual; the nature, length, and complexity of the communication involved; and the context in which the communication is taking place.

5.7.3 In order to be effective, such Auxiliary Aids and Services are to be provided by the Corporation in accessible formats, in a timely manner, and in such a way as to protect the privacy and independence of the individual with a disability.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination. Violations of this Policy by contractors and other authorized third parties may result in the revocation of such party's access to the Corporation's premises and/or electronic access to its systems, and the termination of such party's contract for services. In addition, where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state, or local laws.

7 REFERENCES

Americans with Disabilities Act (ADA), Title II

Reasonable Accommodation of Disabilities Pregnancies and Domestic Violence for Employees and Applicants Other applicable policies can be accessed via the Intranet.

8 POLICY REVIEW AND REVISION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the revision cycle below.
Revision cycle: Every three years

9 DOCUMENT APPROVAL

Policy Owners	Signature	Date
Nancy Harvey Chief Diversity, Equity and Inclusion Officer	Nancy Harvey (Sep 5, 2023 10:07 EDT)	Sep 5, 2023
Philip Kelly Director of Human Resources	Philip Kelly (Sep 6, 2023 10:36 EDT)	Sep 6, 2023

Executive Owner	Signature	Date
David Mellen Regional Manager, Canals	David Mellen David Mellen (Sep 7, 2023 13:39 EDT)	Sep 7, 2023

Final Approver	Signature	Date
Brian Saez Senior Vice President – Power Supply & Canals	Brian Saez Brian Saez (Sep 11, 2023 14:16 EDT)	Sep 11, 2023

10 ATTACHMENTS

Attachment 10.1: Appendix A: Program and Service Accommodation Requests

Attachment 10.2.: Appendix B: Notice Under the Americans with Disabilities Act, Grievance Procedure and Complaint Form

Changes to attachments necessitate a revision to the document.

- APPENDIX A -

PROGRAM & SERVICE ACCOMMODATION REQUESTS

Purpose and Scope

1. The Corporation has designated its CDEIO to coordinate its efforts to comply with and carry out its responsibilities under the ADA, including any investigation of any complaint communicated to it alleging noncompliance with the ADA or alleging any actions that would be prohibited by the ADA.
2. All interested individuals shall be apprised of the name, office address, and telephone number of the CDEIO and Director of EEO/AAO Investigations.
3. The Corporation has adopted and published the attached Grievance Procedures (Appendix B) providing for prompt and equitable resolution of complaints alleging any action that would be prohibited by the ADA, coordinated by the CDEIO.

Requests for Program and Service Accommodations

1. Whenever a Qualified Individual with a Disability requests Reasonable Accommodation with regard to Corporation programs or services, the accommodation should be provided whenever there is no issue of undue burden or direct threat, as those concepts are described above.
2. Whenever a requested accommodation cannot be immediately granted, the matter must be referred to the CDEIO.
3. The CDEIO or designee shall contact the individual requesting accommodation and shall make a *bona fide* effort to reach a solution consistent with this Policy and applicable legal standards.
4. The CDEIO shall consult, as needed, with NYPA's General Counsel and Chief Financial Officer.
5. Where a Reasonable Accommodation cannot be offered as requested, the CDEIO shall assure that the individual requesting accommodation is aware of the Corporation's formal grievance procedures.

Public Accommodation Grievance Procedure.

1. Any individual who is dissatisfied with the Corporation's response to their needs as a person with a disability or with the accommodation the Corporation provided, or who has been informally denied a requested accommodation, is entitled to file a formal written complaint with the Corporation.
2. The formal written complaint shall be filed with the CDEIO, whose name, title and address shall be readily available to the public and provided to anyone who wishes to file a complaint.
3. Alternative means of filing the complaint must be available where necessary to afford the individual with a disability the ability to file the complaint. These include such alternatives

as a verbal interview conducted by the CDEIO (or their designee for this purpose), or acceptance of a tape recording of the complaint. The CDEIO will assure that the complaint taken by alternate means is reduced to written form for recordkeeping purposes.

4. Within 15 calendar days after receipt of the complaint, the CDEIO or their designee will meet with the complainant to discuss the complaint and the possible resolutions.
5. Within 15 calendar days of the meeting, the CDEIO or their designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or other accessible format. The response will (i) explain the Corporation's position and offer options for substantive resolution of the complaint; and (ii) contain information on how to appeal any adverse decision.

Grievance Appeals

1. Adverse decisions of the CDEIO are appealable to NYPA's Chief Executive Officer (CEO) or their designee.
2. An appeal must be filed with the CEO or their designee within 15 days of the written response from the CDEIO.
3. The CEO or their designee shall, within 15 days of receipt of the appeal, respond in writing, and, where appropriate, in a format accessible to the complainant, with the Corporation's final resolution of the complaint, or indicating that the matter has been returned to the CDEIO for further action.
4. If further action is indicated, the complainant will be contacted by the CDEIO within 15 days from the CEO or their designee's written response, and further prompt action will be taken to resolve the complaint in accordance with the CEO or their designee's instructions.

- END OF APPENDIX A -

- APPENDIX B -

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title I of the Americans with Disabilities Act of 1990 ("ADA"), the New York State Canal Corporation (Corporation) will not discriminate against Qualified Individuals with Disabilities on the basis of disability in its services, programs, or activities.

Important Contact Information: The Corporation's ADA Coordinator and Designee for Reasonable Accommodation are roles fulfilled by the New York Power Authority (NYPA) Chief Diversity, Equity and Inclusion Officer (CDEIO). The CDEIO ensures the Corporation's compliance with the ADA and processes requests for Reasonable Accommodations in public programs, services and facilities and can be reached as follows:

Nancy S. Harvey, CDEIO | (914) 681-6242 | nancy.harvey@nypa.gov
Justin D. Pruyne, designee | (914) 772-5133 | justin.pruyne@nypa.gov
General Mailbox: Accessibility@nypa.gov
123 Main Street, 16th Floor (Attn: OCRI), White Plains, New York 10601

Employment: The Corporation does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the United Stated Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: The Corporation will generally, upon request, provide appropriate Auxiliary Aids and Services to foster effective communication for Qualified Individuals with Disabilities to provide them with the opportunity to fully and equitably participate in the Corporation's programs, services, and activities. Examples of such Auxiliary Aids and Services include but are not limited to qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Anyone who requires an Auxiliary Aid or Service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the Corporation, should contact NYPA's CDEIO as soon as possible, but no later than 48 hours before the scheduled event.

Modifications to Policies and Procedures: The Corporation will make all reasonable modifications to policies and programs to ensure that Qualified Individuals with Disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in the Corporation's offices, even where pets are generally prohibited.

The ADA does not require the Corporation to take any action that would fundamentally alter the nature of its programs or services, or that would impose an undue financial or administrative burden. Complaints that a program, service, or activity of the Corporation is not accessible to persons with disabilities should be directed to the CDEIO.

The Corporation will not place a surcharge on any particular Qualified Individual(s) with a Disability to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

- CONTINUE TO NEXT PAGE FOR RELATED DOCUMENTS -

- APPENDIX B (CONTINUED)-

GRIEVANCE PROCEDURE UNDER THE AMERICANS WITH DISABILITIES ACT

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 (ADA). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs or benefits by the New York State Canal Corporation (Corporation). Employment-related complaints of disability-related discrimination are covered elsewhere, in policies available on the Corporation Intranet, from the Office of Civil Rights and Inclusion (OCRI), or any Human Resource representative.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. No particular format of the complaint is required.

Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint will be made available for Qualified Individuals with Disabilities upon request.

The complaint should be submitted by the grievant and/or his or her designee as soon as possible but no later than 60 calendar days after the alleged violation to Accessibility@nypa.gov or by regular mail to:

Nancy S. Harvey, CDEIO and ADA Coordinator
New York Power Authority
123 Main Street, 16th Floor
White Plains, NY 10601

Within 15 calendar days after receipt of the complaint, the ADA Coordinator or their designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the ADA Coordinator or their designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of the Corporation and offer options for substantive resolution of the complaint.

If the response by the ADA Coordinator or their designee does not satisfactorily resolve the issue, the complainant and/or his or her designee may appeal the decision within 15 calendar days after receipt of the response to the CEO or their designee.

Within 15 calendar days after receipt of the appeal, the CEO or their designee will respond in writing and, where appropriate, in a format accessible to the complainant, with the Corporation's final resolution of the complaint, or indicating that the matter has been returned to the ADA Coordinator for further action. If further action is indicated, the complainant will be contacted within 15 days from the written response.

All written complaints received by the ADA Coordinator or their designee, appeals to the CEO or their designee and responses from these two offices will be retained by the Corporation for at least three years.

--CONTINUE TO NEXT PAGE FOR RELATED DOCUMENTS--

β/2023

AMERICANS WITH DISABILITIES ACT COMPLAINT

New York State Canal Corporation

NEW YORK STATE OF OPPORTUNITY. Canal Corporation

Purpose: This form is used to file a complaint based on disability in the provision of services, activities, programs, or benefits.
INSTRUCTIONS: The completed must be submitted to: Nancy Harvey
CDEIO and ADA Coordinator
New York Power Authority
123 Main Street
White Plains NY, 10601

Clear Form

Section I COMPLAINANT INFORMATION

Name	Address
Phone Number	Email Address

Section II COMPLAINT INFORMATION

1. Your claim is made against the following:

State Agency	Name	Title (if known)
Address	Phone Number	

2. List the location(s) and date(s) of the circumstances giving rise to your complaint:

3. Are the circumstances of your complaint continuing?
☐ Yes ☐ No

4. Describe the alleged denial of services, activities, programs, or benefits, and your reason(s) for concluding that the conduct was discriminatory. Please include the name(s) of witnesses, if any, and attach supporting information. (Attach additional sheets if necessary)

5. Have you filed a claim regarding this complaint with a federal, state, or local government agency?
☐ Yes ☐ No

6. Have you hired an attorney with respect to the allegations in the complaint?
☐ Yes ☐ No

7. Have you instated a legal suit or court action regarding this complaint?
☐ Yes ☐ No

8. This complaint was completed by:
☐ ADA Coordinator ☐ Complainant

Signature _____ Date _____

- END OF APPENDIX B -

NEW YORK STATE OF OPPORTUNITY. Canal Corporation

Policy Title:
Reasonable Accommodation of Religious Observances or Practices for Applicants and Employees

POLICY TITLE:	**Reasonable Accommodation of Religious Observances or Practices for Applicants and Employees**
POLICY NUMBER:	CADM-POL-005
REVISION DATE:	September 5, 2023
FINAL APPROVER:	Brian Saez SVP Power Supply
EXECUTIVE OWNER:	David Mellen Regional Manager, Canals
POLICY OWNERS:	Nancy Harvey Chief Diversity, Equity and Inclusion Officer Philip Kelly Director of Human Resources

Revision Date	Revision #	Description/Modification	Revision Section	Authors
9/5/2023	0	Original Issue	All	Justin Pruyne Senior EEO/AAO Investigator

The issuance of this Policy supersedes Corporation ASB 2021-011.

Contents

1 Purpose and scope 4
2 Applicability 4
3 INITIALISMS (Acronyms) and Definitions 4
4 ResponsibilitY and accountability 6
5 Policy implementation 6
5.1 Prohibited Conduct 6
5.2 Access to Accommodations and Related Information 6
5.3 Eligibility and Types of Accommodation Requests 7
5.4 Submitting and Processing a Reasonable Accommodation Request 8
5.5 Notice of Determination, Including Alternative Accommodations and Denials 9
5.6 Maintenance of Records 9
6 Violations 9
7 References 9
8 Policy Review and Revision 10
9 Document Approval 10
10 Attachments 11
Attachment 10.1: –Request for Reasonable Accommodation 11

1 PURPOSE AND SCOPE

The New York State Canal Corporation (Corporation) is committed to ensuring Equal Employment Opportunity (EEO) for persons who engage in religious observances or practices. It is the Corporation's policy to provide Reasonable Accommodation for religious observances or practices. This Policy is based on:

- The New York State Human Rights Law
- The federal Civil Rights Act of 1964, Title VII
- All applicable executive orders and memoranda

By providing Reasonable Accommodations for religious observances or practices, the Corporation as the employer, can:

a) avoid requiring its employees to forego the observance of Sabbath or holy days, in accordance with the requirements of their religious beliefs;

b) avoid requiring its employees to unnecessarily compromise their observance of particular manners of dress, hairstyle, beard, or other religious practices, in accordance with the requirements of their religious beliefs; and

c) enhance the retention and upward mobility of qualified employees without regard for their religious observances or practices.

2 APPLICABILITY

All employees shall follow this Policy. The Policy applies to all employment practices and actions. It includes, but is not limited to:

- Recruitment
- Job application process
- Examination/testing
- Hiring
- Rates of pay/other compensation
- Disciplinary actions
- Advancement
- Training
- Classification
- Transfer/reassignment
- Promotions
- Succession planning
- Other terms, conditions, or privileges of employment

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

CDEIO – Chief Diversity, Equity, and Inclusion Officer for the New York Power Authority (NYPA) and the Corporation, a shared service. Serves as its Affirmative Action Officer (AAO) and the head of its Office of Civil Rights and Inclusion (OCRI). The CDEIO functions as the Corporation's Designee for Reasonable Accommodation (DRA) and ADA Coordinator.

Creed – Encompasses belief in a supreme being or membership in an organized religion or congregation. Atheism and agnosticism are considered creeds as well. A person is also protected from discrimination because of having no religion or creed. An individual's self-identification with a particular creed or religious tradition is determinative.

DRA – Designee for Reasonable Accommodation.

EEO – Equal Employment Opportunity. EEO laws are a group of federal laws that prohibit discrimination in the workplace. The U.S. Equal Employment Opportunity Commission (EEOC) is the federal oversight agency that is responsible for enforcing federal laws related to workplace discrimination.

Employment-Related Protected-Class Discrimination – Includes discrimination, harassment and/or retaliation against an individual in the workplace and related to that individual's Protected Class Status.

OER – New York State Office of Employee Relations.

OCRI – The New York Power Authority's (NYPA's) Office of Civil Rights and Inclusion.

Protected Class Status – Includes, but is not limited to an individual's:

- Age
- Race, color
- Creed (religion)
- National origin
- Military status
- Sex (sexual orientation, self-identified or perceived sex, gender expression, gender identity, being transgender)
- Disability
- Predisposing genetic characteristics
- Familial/marital (including issues of pregnancy, childbirth and family leave)
- Victim of domestic violence
- Certain prior arrests/ adjudications/convictions

Reasonable Accommodation of Religious Observance or Practice – Refraining from imposing upon a person as a condition of obtaining or retaining employment, including opportunities for promotion, advancement or transfers, any terms or conditions that would require such person to violate or forego a sincerely held practice of their religion, unless, after engaging in a *bona fide* effort, the employer demonstrates that it is unable to reasonably accommodate the employee's or prospective employee's sincerely held religious observance or practice without undue hardship on the conduct of the employer's business.

Religion – An individual's self-identification with a particular creed or religious tradition.

Religious Observance or Practice – Includes Sabbath or holy day observance, and the observance of a particular manner of garb, attire, hairstyle, facial hair, or other religious practice, which is a sincerely held practice of the individual's religion. An employee who, in accordance with their religious beliefs, observes a particular manner of garb, attire, hairstyle, facial hair, or other religious practice, should not be unreasonably required to compromise their practice in the workplace. The Corporation is required by law to make a *bona fide* effort to accommodate an employee's or prospective employee's sincerely held religious observance or practice.

Sabbath or Holy Day Observance – Refraining from normal employment, and/or attending religious services, in accordance with the requirements of the individual's religion

Undue hardship – An accommodation requiring significant expense or difficulty (including significant interference with the safe or efficient operation of the workplace or a violation of a *bona fide* seniority system). An accommodation shall be considered to

constitute an undue hardship if it will result in the employee's inability to perform the essential functions of the position in which they are employed.

4 RESPONSIBILITY AND ACCOUNTABILITY

Responsibility and oversight of this Policy resides with its approver unless otherwise noted herein.

5 POLICY IMPLEMENTATION

5.1 Prohibited Conduct

5.1.1 Reasonable Accommodation for a religious observance or practice must be considered in all employment decisions. The Corporation may not deny any employment opportunity to a qualified employee or applicant who is religiously observant, thus attempting to avoid the need to make a Reasonable Accommodation, unless the accommodation would impose an undue hardship. This protects the individual's right to equal job opportunity regardless of creed.

5.1.2 The Corporation prohibits and will not tolerate any act of discrimination against an employee or applicant on the basis of Protected Class Status (defined above), including creed or religion. The prohibition on discrimination extends to all recruitment, hiring, promotion, compensation, training, retention, succession planning and disciplinary decisions and practices.

5.1.3 No intimidation, coercion, reprisal, or retaliation will be permitted against any individual reporting alleged discrimination or seeking an accommodation. Federal and State laws and Corporation policy prohibit retaliation against any individual who requests a Reasonable Accommodation, or who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful practice.

5.2 Access to Accommodations and Related Information

5.2.1 The Corporation will periodically inform its employees of this Policy by a variety of means, which may include:

- Distributing a copy to all employees regularly
- Referring to it in electronic and print communications
- Advising employees where it is available electronically
- Training staff on the policy and procedures
- Informing applicants during onboarding/orientation processes

5.2.2 The Corporation must provide a Reasonable Accommodation of religious observance during the application process to applicants who request such accommodation. For example, an interview date may fall on a holy day that is observed by the applicant, requiring that an alternate date be arranged.

5.2.3 A request for Reasonable Accommodation need not take any particular form or mention the Human Rights Law or include the phrase "Reasonable Accommodation." Rather,

the individual needs only to inform the Corporation that, for reasons related to their religious practice or observance, they need an adjustment/change in a) applying for a position or b) at work.

5.2.4 A Reasonable Accommodation request may be made through any of the following stakeholders and, on receipt, should promptly be provided to NYPA's Office of Civil Rights and Inclusion (OCRI):

- The employee's immediate or higher-level supervisor or manager
- The Office of Human Resources
- The Office of Employee Relations (ER)
- The Corporation's Employee Assistance Program
- The Office of Civil Rights and Inclusion, including by email to Accessibility@nypa.gov

5.3 Eligibility and Types of Accommodation Requests

5.3.1 Employees or applicants who wish to engage in a sincerely held practice of the individual's religion, may request a Reasonable Accommodation, regardless of title, salary grade, bargaining unit, employment status (employee or contingent worker) or pay status (salaried or hourly). An employee may request a religious accommodation at any time, regardless of prior non-observance.

Requests for Reasonable Accommodation may be made verbally or in writing. A request may also be implied.

- A *written* request. Individuals may request an accommodation in writing by completing a Request for Reasonable Accommodation form. This form provides basic information needed for the DRA to consider and act upon the request, such as the name of the applicant/employee, position/title information, business unit; work location and contact information, along with a description of the Reasonable Accommodation being requested and the reason for the accommodation. Written requests for accommodation should clearly state the accommodation needed and the religious nature of the request. A fillable form is available from the OCRI and on the Corporation's Intranet.

- A *verbal* request. An individual can make an oral request to their manager or other party listed in Section 5.2.4 above. However, all oral requests for accommodation must thereafter be captured in writing and documented by completing a Request for Reasonable Accommodation as explained in Section 5.3.3 above. The fillable form is available from the OCRI and on the Corporation's Intranet.

- An *implied* request for religious accommodations may occur without any formal request, or any discussion. For example, the wearing of religious headgear should be permitted, without discussion, in nearly all circumstances, unless it creates a specific concern, such as a safety concern or a conflict with an essential appearance standard/dress code. Likewise, time off for religious observance should be granted, where reasonable,

through the normal process for requesting time off. Frequently, the religious nature of a request for occasional time off will require no discussion, unless the time off requires special consideration due to the Corporation's staffing needs.

5.3.2 Accommodation of a sincerely held practice of the individual's religion must be granted unless the accommodation would constitute an undue hardship.

5.4 Submitting and Processing a Reasonable Accommodation Request

5.4.1 Individuals can submit requests directly to the CDEIO or OCRI's Director of EEO/AAO Investigations at Accessibility@nypa.gov by using the Request for Reasonable Accommodation form. If the individual is unable to complete, sign and date the application, whomever is assisting the individual can complete and submit the form on the requestor's behalf.

5.4.2 Requests for a Reasonable Accommodation can also be made to the individual's immediate, next level, or a higher-level supervisor or HR representative. All requests sent to the individual's immediate, next level, or a higher-level supervisor or Labor or HR representative must be forwarded to the CDEIO or OCRI's Senior EEO/AAO Investigator at Accessibility@nypa.gov.

5.4.3 The supervisor should always consult with OCRI staff before denying a request for Reasonable Accommodation of religious observance or practice.

5.4.4 Applicants, employees, and other personnel are encouraged to make copies of the completed form for their records. At the end of the process, the original form is filed by OCRI.

5.4.5 Contact information for key personnel involved in providing accommodations can be found on the Corporation Intranet. This information is also available from an immediate, next level, or a higher-level supervisor, a Human Resources or Labor Relations representative, or The Corporation's Employee Assistance Program.

5.4.6 After the form is submitted to a member of the OCRI, such as the CDEIO or Director of EEO/AAO Investigations, the individual will receive a written receipt acknowledgement.

5.4.7 OCRI must consult with the employee's supervisor or Business Unit leader prior to granting the accommodation, to ensure that it is operationally feasible.

5.4.8 In some instances, additional information in support of a request for accommodation may be required to continue with the review and assessment process. Such additional information must truly be necessary to complete the process, and includes, but is not limited to, the exact nature and extent of the religious requirement, and/or information regarding specific type or types of accommodations that might be effective in meeting the religious requirements. OCRI will provide the employee with a written Notification of Need for Additional Information, specifying the additional information or documentation

that is required. Refusal to provide requested information may constitute grounds for a denial of an accommodation.

5.5 Notice of Determination, Including Alternative Accommodations and Denials

5.5.1 Following OCRI's final review process and upon submission of adequate information/documentation OCRI will make a determination approving or denying the Reasonable Accommodation request.

5.5.2 All accommodation request determinations will be made in writing and sent to the individual and their manager.

5.5.3 If more than one alternative is identified as an effective accommodation, OCRI may choose the accommodation that best meets the needs of the Business Unit and the Corporation overall. The employee will be offered the alternative in writing and either consent to or refuse the alternative accommodation in writing.

5.5.4 When the employee declines to accept the accommodation offered or when the request for accommodation is denied, OCRI will advise the individual of their right to file a complaint of discrimination to the New York State Office of Employee Relations (OER) if they believe the decision was unlawful and be provided with methods available for doing so.

5.6 Maintenance of Records

It shall be the DRA's responsibility to maintain records regarding requests for Reasonable Accommodation of religious observance or practice.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination. In addition, where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state or local laws.

7 REFERENCES

New York State Human Rights Law, Section 296

Civil Rights Act of 1964, Title VII

Anti-Discrimination Policy as set forth in the Equal Employment Opportunity in New York State Rights and Responsibilities, a Handbook for Employees of New York State Agencies (May 2020)

Processes for Implementing Reasonable of Religious Observance or Practices for Applicants and Employees
https://oer.ny.gov/system/files/documents/2020/10/reasonableaccommodationreligion.pdf

Corporation Policy CGP-2023-001: Equal Employment Opportunity

New York State Executive Department: Equal Employment Opportunity in New York State Rights and Responsibilities

8 POLICY REVIEW AND REVISION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the revision cycle below.

Revision cycle: Every three years

9 DOCUMENT APPROVAL

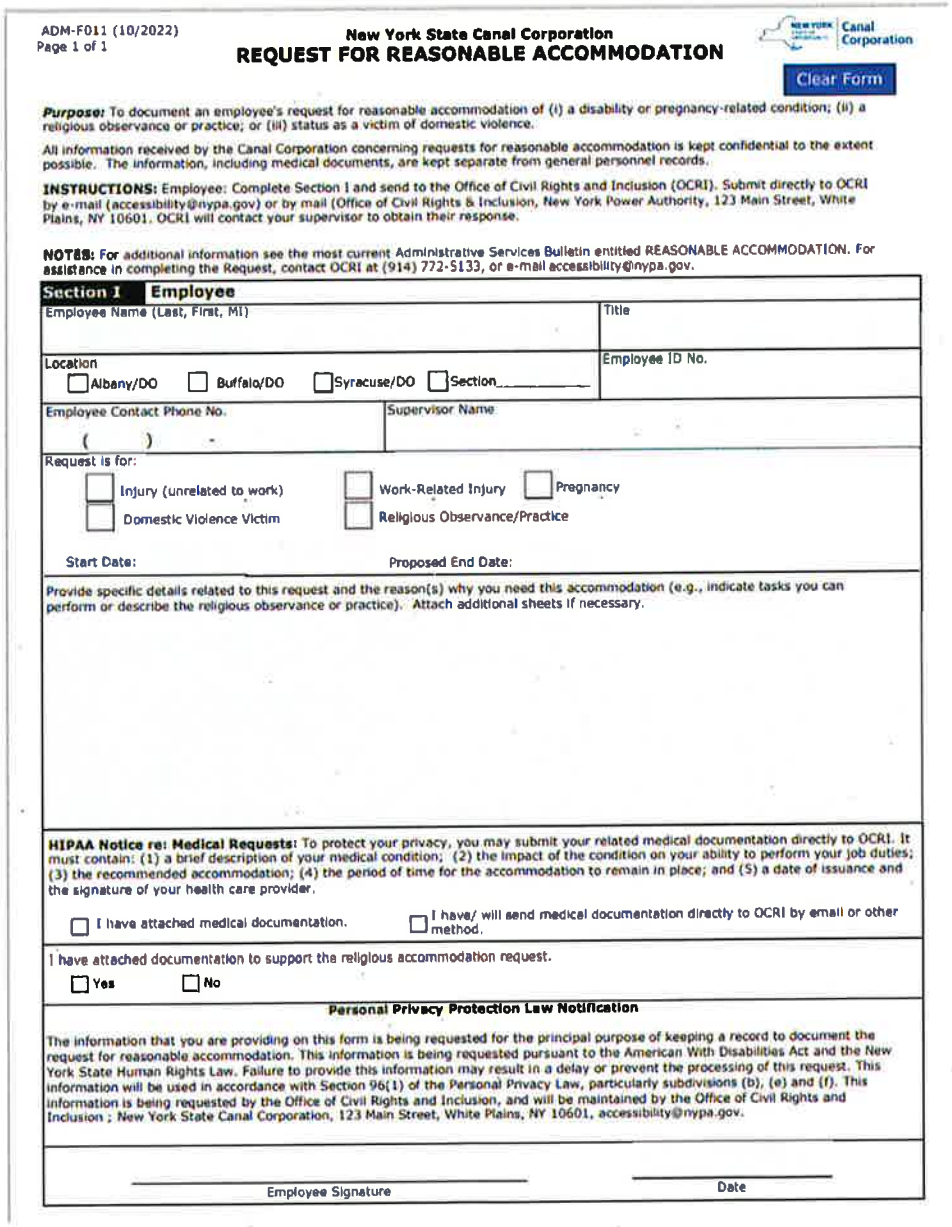
Policy Owners	Signature	Date
Nancy Harvey Chief Diversity, Equity and Inclusion Officer	Nancy Harvey (Sep 5, 2023 10:10 EDT)	Sep 5, 2023
Philip Kelly Director of Human Resources	Philip Kelly (Sep 6, 2023 10:39 EDT)	Sep 6, 2023

Executive Owner	Signature	Date
David Mellen Regional Manager, Canals	David Mellen David Mellen (Sep 7, 2023 13:38 EDT)	Sep 7, 2023

Final Approver	Signature	Date
Brian Saez Senior Vice President – Power Supply & Canals	Brian Saez Brian Saez (Sep 11, 2023 14:16 EDT)	Sep 11, 2023

10 ATTACHMENTS

Attachment 10.1: –Request for Reasonable Accommodation. The fillable form is available from the Office of Civil Rights and Inclusion (OCRI) and on the Corporation Intranet.



ADM-F011 (10/2022)
Page 1 of 1

New York State Canal Corporation
REQUEST FOR REASONABLE ACCOMMODATION

Canal Corporation

Clear Form

Purpose: To document an employee's request for reasonable accommodation of (i) a disability or pregnancy-related condition; (ii) a religious observance or practice; or (iii) status as a victim of domestic violence.

All information received by the Canal Corporation concerning requests for reasonable accommodation is kept confidential to the extent possible. The information, including medical documents, are kept separate from general personnel records.

INSTRUCTIONS: Employee: Complete Section I and send to the Office of Civil Rights and Inclusion (OCRI). Submit directly to OCRI by e-mail (accessibility@nypa.gov) or by mail (Office of Civil Rights & Inclusion, New York Power Authority, 123 Main Street, White Plains, NY 10601. OCRI will contact your supervisor to obtain their response.

NOTES: For additional information see the most current Administrative Services Bulletin entitled REASONABLE ACCOMMODATION. For assistance in completing the Request, contact OCRI at (914) 772-5133, or e-mail accessibility@nypa.gov.

Section I Employee

Employee Name (Last, First, MI)	Title
Location ☐ Albany/DO ☐ Buffalo/DO ☐ Syracuse/DO ☐ Section_____	Employee ID No.
Employee Contact Phone No. ( ) -	Supervisor Name

Request is for:

☐ Injury (unrelated to work) ☐ Work-Related Injury ☐ Pregnancy
☐ Domestic Violence Victim ☐ Religious Observance/Practice

Start Date: Proposed End Date:

Provide specific details related to this request and the reason(s) why you need this accommodation (e.g., indicate tasks you can perform or describe the religious observance or practice). Attach additional sheets if necessary.

HIPAA Notice re: Medical Requests: To protect your privacy, you may submit your related medical documentation directly to OCRI. It must contain: (1) a brief description of your medical condition; (2) the impact of the condition on your ability to perform your job duties; (3) the recommended accommodation; (4) the period of time for the accommodation to remain in place; and (5) a date of issuance and the signature of your health care provider.

☐ I have attached medical documentation. ☐ I have/ will send medical documentation directly to OCRI by email or other method.

I have attached documentation to support the religious accommodation request.

☐ Yes ☐ No

Personal Privacy Protection Law Notification

The information that you are providing on this form is being requested for the principal purpose of keeping a record to document the request for reasonable accommodation. This information is being requested pursuant to the American With Disabilities Act and the New York State Human Rights Law. Failure to provide this information may result in a delay or prevent the processing of this request. This information will be used in accordance with Section 96(1) of the Personal Privacy Law, particularly subdivisions (b), (e) and (f). This information is being requested by the Office of Civil Rights and Inclusion, and will be maintained by the Office of Civil Rights and Inclusion ; New York State Canal Corporation, 123 Main Street, White Plains, NY 10601, accessibility@nypa.gov.

Employee Signature _____ Date _____

NEW YORK STATE OF OPPORTUNITY. Canal Corporation

Policy Title:
Reasonable Accommodation of Disabilities, Pregnancies and Domestic Violence for Employees and Applicants

POLICY TITLE:	**Reasonable Accommodation of Disabilities, Pregnancies and Domestic Violence for Employees and Applicants**
POLICY NUMBER:	CADM-POL-006
REVISION DATE:	September 5, 2023
FINAL APPROVER:	Brian Saez SVP Power Supply
EXECUTIVE OWNER:	David Mellen Regional Manager, Canals
POLICY OWNERS:	Nancy Harvey Chief Diversity, Equity and Inclusion Officer Philip Kelly Director of Human Resources

Revision Date	Revision #	Description/Modification	Revision Section	Author
9/5/2023	0	Original Issue	All	Justin Pruyne Senior EEO/AAO Investigator

The issuance of this Policy supersedes Canal ASB-2021-011.

Contents

1 Purpose and scope 4
2 Applicability 4
3 Initialisms (Acronyms) and Definitions 4
4 Responsibility and accountability 7
5 Policy implementation 7
5.1 Expectations/Prohibited Conduct Regarding Reasonable Accommodations 7
5.2 Access to Accommodations and Related Information 7
5.3 Eligibility and Types of Accommodations and Requests 8
5.4 Submitting and Processing a Reasonable Accommodation Request 9
5.5 Notice of Determination, Including Alternative Accommodations and Denials 9
5.6 Maintenance of Records 10
6 Violations 10
7 References 10
8 Policy Review and Revision 11
9 Document Approval 11
10 Attachments 12

1 PURPOSE AND SCOPE

The New York State Canal Corporation is committed to ensuring Equal Employment Opportunity for qualified persons who have disabilities or pregnancy-related conditions or who are domestic-violence victims. It is the Corporation's policy to provide reasonable accommodations to such individuals to enable them to perform the essential duties of their Corporation position or the role for which they are applying.

This Policy is based on:

- The New York State Human Rights Law
- Sections 503 and 504 of the Federal Rehabilitation Act of 1973, as amended
- The Americans with Disabilities Act
- All Corporation executive orders and memoranda that apply

By providing reasonable accommodations in a consistent fashion, the Corporation, as the employer, benefits by:

- Overcoming exclusionary employment practices, policies, and consequences
- Providing equal opportunities to participate in educational/training programs
- Enhancing the retention and upward mobility of qualified employees irrespective of any of the aforementioned challenges

2 APPLICABILITY

The Policy applies to all employment practices and actions, including:

- Recruitment
- Job application process
- Examination / testing
- Hiring
- Disciplinary actions
- Rates of pay / other compensation
- Advancement
- Training
- Classification
- Transfer / reassignment
- Promotions

All Corporation employees shall follow this Policy.

The Chief Diversity, Equity and Inclusion Officer (CDEIO) shall enforce it with the assistance of:

- Supervisors and managers
- Office of Human Resources including the Office of Employee Relations

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Accommodatable Condition or Status – Disability or pregnancy-related condition or the status as a victim of domestic violence, per the legal protections set forth herein.

CDEIO - Chief Diversity, Equity and Inclusion Officer for the New York Power Authority (NYPA) and the Corporation, a shared service. Serves as its Affirmative Action Officer (AAO) and the head of its Office of Civil Rights and Inclusion (OCRI) and who also functions as the Corporation's Designee for Reasonable Accommodation and ADA Coordinator.

Disability – Physical, mental, or medical impairment resulting from anatomical, physiological, genetic, or neurological conditions, which prevents the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques; a record of such an impairment; a condition regarded by others as such an impairment.

Domestic Violence Victim – An individual who is a victim of an act that would constitute a family offense pursuant to 812 (1) of the New York Family Court Act.

DRA – Designee for Reasonable Accommodation, a role filled by NYPA's Chief Diversity, Equity and Inclusion Officer.

EEO – Equal Employment Opportunity. EEO laws are a group of federal laws prohibiting discrimination in the workplace.

EEOC – The U.S. Equal Employment Opportunity Commission. The federal oversight agency responsible for enforcing federal laws related to workplace discrimination.

Employment-Related Protected-Class Discrimination – Includes discrimination, harassment and/or retaliation against an individual in the workplace, related to that individual's Protected Class Status.

OCRI – Office of Civil Rights and Inclusion. A NYPA shared service.

Protected Class Status – Includes, but is not limited to the following for any individual:

- Age
- Race, color
- Creed (religion)
- National origin
- Military status
- Sex (sexual orientation, self-identified or perceived sex, gender expression, gender identity, being transgender)
- Disability
- Predisposing genetic characteristics
- Familial/marital (including issues of pregnancy, childbirth, and family leave)
- Victim of domestic violence
- Certain prior arrests/ adjudications/ convictions

Pregnancy-Related Condition – Medical condition related to pregnancy or childbirth that inhibits the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques, limited to conditions which, upon the provision of Reasonable Accommodations, do not prevent the individual from performing in a reasonable manner the activities involved in their job or the occupation sought or held; and provided further is that pregnancy-related conditions will be treated as temporary disabilities for the purposes of this article. Examples include the need for extra bathroom breaks and increased water intake.

Reasonable Accommodation – Action the Corporation takes to remove or mitigate access or performance barriers caused by the Accommodatable Condition or Status of a qualified employee or applicant, without causing undue hardship to its own operations. It may refer to:

- A measure taken pursuant to the New York State Human Rights Law, the Federal Rehabilitation Act of 1973, the Americans With Disabilities Act or other applicable law, order or ordinance requiring certain employers to accommodate qualified applicants or employees with Accommodatable Conditions or Statuses, unless the employer can demonstrate that the accommodation would impose an undue hardship on the operation of its business.
- Modifications and/or adjustments to a job application process, to enable a qualified person with an Accommodatable Condition or Status to be considered for the position sought and to undertake modifications or adjustments to the work environment or the manner or circumstances under which a job is performed, which permit an employee to perform their job in a reasonable manner.

Reasonable Accommodations Related to a Disability or a Pregnancy-Related Condition may include, but is not limited to:

- Making facilities more readily accessible to individuals with mobility impairments
- Acquiring or modifying equipment
- Restructuring job
- Modifying work schedule
- Adjusting work schedule for treatment or recovery
- Reassigning employee to an available, vacant position for which they are qualified
- Adjusting examinations, training materials or policies
- Providing readers or interpreters or high/low assistive technology, like voice recognition software

Note: Providing personal items or personal-care items, such as hearing aids or wheelchairs, are generally not the employer's responsibility. Personal attendants, when provided by the employee or applicant, should be permitted to accompany and assist the employee or applicant.

Reasonable Accommodations Related to Domestic Violence Victim Status – May allow a domestic violence victim to:

- Take time off from work upon reasonable advance notice to seek medical attention for injuries caused by domestic violence (including for a child who is a victim of domestic violence), provided that the employee is not the perpetrator of the domestic violence against the child
- Obtain services from a domestic violence shelter, program, or rape crisis center because of domestic violence
- Obtain psychological counseling related to incident(s) of domestic violence (including for a child who is a victim of domestic violence), provided that the employee is not the perpetrator of the domestic violence against the child
- Obtain legal services, to assist in the prosecution of the offense, or to appear in court in relation to the incident or incidents of domestic violence

- Participate in safety planning and to take other actions to increase safety from future incidents of domestic violence, including temporary or permanent relocation

4 RESPONSIBILITY AND ACCOUNTABILITY

Responsibility and oversight of this Policy resides with its approver unless otherwise noted herein.

5 POLICY IMPLEMENTATION

5.1 Expectations/Prohibited Conduct Regarding Reasonable Accommodations

5.1.1 Reasonable accommodations must be considered in all employment and hiring decisions. The Corporation may not deny any employment opportunity to a qualified employee or applicant with an Accommodatable Condition or Status with the intent to avoid the need to make a Reasonable Accommodation unless it would impose an undue hardship on its operations. This protects the individual's right to Equal Employment Opportunity (EEO).

5.1.2 The Corporation prohibits Employment-Related Protected-Class Discrimination against an employee or applicant on the basis of their Protected Class Status, including those statuses addressed in this Policy. This prohibition extends to all recruitment, hiring, promotion, compensation, training, retention, and disciplinary decisions and practices.

5.1.3 No intimidation, coercion, or reprisal will be permitted against any individual seeking a Reasonable Accommodation or reporting alleged Employment-Related Protected-Class Discrimination. Federal and State laws prohibit retaliation against any individual who requests a Reasonable Accommodation, or who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful or discriminatory practice.

5.2 Access to Accommodations and Related Information

5.2.1 The Corporation will periodically inform its employees of this Policy by a variety of means, which may include:

- Distributing a copy to all employees regularly
- Referring to it in electronic and print communications (i.e., newsletter)
- Advising employees where it is available electronically
- Training staff on policy and procedures
- Informing applicants during onboarding/orientation processes

5.2.2 The Corporation must provide a Reasonable Accommodation for disabilities or domestic violence status during the application process to applicants who request such accommodation. For example, an interview date may fall on a day when an applicant requires medical treatment or needs to appear at a court hearing, requiring that an alternate date be arranged.

5.2.3 A request for Reasonable Accommodation need not take any particular format and need not mention the Human Rights Law, the Americans with Disabilities Act or include the phrase "Reasonable Accommodation." Rather, the individual needs only to inform the Corporation that, for reasons related to their Accommodatable Condition or Status, they need an adjustment or change in a) applying for a position or b) at work.

5.2.4 A Reasonable Accommodation request may be made through any of the following stakeholders and, on receipt, should be promptly provided to the Office of Civil Rights and Inclusion (OCRI):

- The employee's immediate or higher-level supervisor or manager
- Office of Human Resources
- The Office of Employee Relations (ER)
- Employee Assistance Program
- OCRI, including by email to Accessibility@nypa.gov

5.2.5 A verbal request for accommodation must thereafter be documented by submission of a Request for Reasonable Accommodation form. The fillable form is available from the OCRI and on the Corporation Intranet HR/Labor page.

5.2.6 Contact information for key personnel involved in providing accommodations, including the Designee for Reasonable Accommodation (DRA) and alternate DRAs, can be found on the Corporation's Intranet HR/Labor page, the Employee Assistance Program and the NYPA Law Department.

5.3 Eligibility and Types of Accommodations and Requests

5.3.1 Any employee or applicant who wishes assistance during an interview or with performing the essential duties of their position (due to the aforementioned reasons) may request a reasonable accommodation at any time, regardless of title, salary grade, bargaining unit, employment status (permanent, contingent, temporary, or provisional), or pay status (salaried or hourly).

5.3.2 The accommodation process is not adversarial in nature. On the contrary, this process encourages a meaningful dialogue between the individual and OCRI.

5.3.3 Requests for reasonable accommodation may be made in writing or verbally.

- A *written* request. Individuals may request an accommodation in writing by completing a Request for Reasonable Accommodation form. This form provides basic information needed for the DRA to consider and act upon the request, such as the name of the applicant/employee, position/title information, business unit, work location and contact information, along with a description of the Reasonable Accommodation being requested and the reason for the accommodation. Written requests for accommodation should clearly state the accommodation needed and/or the religious nature of the request. A fillable form is available from the OCRI and on the Corporation's Intranet HR/Labor page.

- A *verbal* request. Individuals may request an accommodation verbally to their manager or other party listed in Section 5.2.4 above. However, all verbal requests for accommodation must thereafter be reduced to writing and documented by completing a Request for Reasonable Accommodation form.

5.4 Submitting and Processing a Reasonable Accommodation Request

5.4.1 Individuals can submit requests directly to the CDEIO or OCRI's Director of EEO/AAO Investigations at Accessibility@nypa.gov by using the Request for Reasonable Accommodation. If the individual is unable to complete, sign and date the application, whoever is assisting the individual to complete the form can submit on the requestor's behalf.

5.4.2 Requests for reasonable accommodations can also be made to the individual's immediate, next level, or a higher-level supervisor or Human Resources representative. All such requests must be forwarded to the CDEIO or OCRI's Director of EEO/AAO Investigations at Accessibility@nypa.gov.

5.4.3 Applicants, employees, and other personnel are encouraged to make copies of the completed form for their records. At the end of the process, the original form is filed by OCRI.

5.4.4 Contact information for key personnel involved in providing accommodations can be found on the Corporation Intranet. This information is also available from an immediate, next level, or a higher-level supervisor, a Human Resources or Labor Relations representative, or the Corporation's Employee Assistance Program.

5.4.5 After the form is submitted to a member of the OCRI, such as the CDEIO or Director of EEO/AAO Investigations, the individual will receive a written receipt acknowledgement.

5.4.6 Accommodation of a qualified individual's Disability or Pregnancy-Related Condition must be granted unless it would constitute an undue hardship to the operation of the business.

5.4.7 OCRI must consult with the employee's supervisor or Business Unit leader prior to granting the accommodation, to ensure that it is operationally feasible.

5.4.8 In some instances, additional information in support of a request for accommodation may be required to continue with the review and assessment process. Such additional information must truly be necessary to complete the process, and includes, but is not limited to, information regarding the specific functional limitations of the individual, medical documentation, and/or information regarding specific type or types of accommodations that might be effective. OCRI will provide the employee with a written Notification of Need for Additional Information, specifying the additional information or documentation that is required. Refusal to provide requested information may constitute grounds for a denial of an accommodation.

5.5 Notice of Determination, Including Alternative Accommodations and Denials

5.5.1 Following OCRI's final review process and upon submission of adequate information/documentation, OCRI will make a determination approving or denying the reasonable accommodation request.

5.5.2 All accommodation request determinations will be made in writing and sent to the individual and their manager.

5.5.3 Where the individual declines to accept the accommodation offered or where the request for accommodation is denied, OCRI will advise the individual of their right to file a complaint of discrimination with the New York State Office of Employee Relations (OER) if they believe the decision was unlawful and be provided with methods for doing so.

5.6 Maintenance of Records

5.6.1 It shall be the DRA's responsibility to maintain records regarding requests for reasonable accommodation. OCRI will protect and maintain the privacy and confidentiality of information provided by, or on behalf of, employees and applicants with Accommodatable Conditions or Statuses. All medical information will be treated as confidential medical records.

5.6.2 Corporation personnel will take steps to guarantee the security and confidentiality of employees' and applicants' medical information, including keeping the information in files in a secure location, separate from personnel files. The Corporation's DRA is permitted to access to such information.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination.

7 REFERENCES

New York State Human Rights Law

Sections 503 and 504 of the Federal Rehabilitation Act of 1973 (29 U.S.C. § 701 et seq.), as amended

Americans with Disabilities Act

Anti-Discrimination Policy as set forth in the Equal Employment Opportunity in New York State Rights and Responsibilities, a Handbook for Employees of New York State Agencies (Available on the OER website)

Reasonable Accommodation for Applicants and Employees with Disabilities and Pregnancy-Related Conditions in New York State Agencies (Available on the OER website)

8 POLICY REVIEW AND REVISION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the revision cycle below.

Revision cycle: Every three years

9 DOCUMENT APPROVAL

Policy Owners	Signature	Date
Nancy Harvey Chief Diversity, Equity, and Inclusion Officer	Sep 5, 2023 22:40 EDT)	Sep 5, 2023
Philip Kelly Director of Human Resources	Philip Kelly (Sep 6, 2023 10:55 EDT)	Sep 6, 2023

Executive Owner	Signature	Date
David Mellen Regional Manager, Canals	David Mellen David Mellen (Sep 7, 2023 13:36 EDT)	Sep 7, 2023

Final Approver	Signature	Date
Brian Saez Senior Vice President – Power Supply & Canals	Brian Saez Brian Saez (Sep 11, 2023 14:16 EDT)	Sep 11, 2023

10 ATTACHMENTS

Attachment 10.1: Request for Reasonable Accommodation

This is a fillable electronic form used to initiate a request for accommodation.

ADM-F011 (10/2022)
Page 1 of 1

New York State Canal Corporation
REQUEST FOR REASONABLE ACCOMMODATION

Canal Corporation

Clear Form

Purpose: To document an employee's request for reasonable accommodation of (i) a disability or pregnancy-related condition; (ii) a religious observance or practice; or (iii) status as a victim of domestic violence.

All information received by the Canal Corporation concerning requests for reasonable accommodation is kept confidential to the extent possible. The information, including medical documents, are kept separate from general personnel records.

INSTRUCTIONS: Employee: Complete Section I and send to the Office of Civil Rights and Inclusion (OCRI). Submit directly to OCRI by e-mail (accessibility@nypa.gov) or by mail (Office of Civil Rights & Inclusion, New York Power Authority, 123 Main Street, White Plains, NY 10601. OCRI will contact your supervisor to obtain their response.

NOTES: For additional information see the most current Administrative Services Bulletin entitled REASONABLE ACCOMMODATION. For assistance in completing the Request, contact OCRI at (914) 772-5133, or e-mail accessibility@nypa.gov.

Section I Employee

Employee Name (Last, First, MI)	Title
Location ☐ Albany/DO ☐ Buffalo/DO ☐ Syracuse/DO ☐ Section_____	Employee ID No.
Employee Contact Phone No. ( ) -	Supervisor Name

Request is for:

☐ Injury (unrelated to work) ☐ Work-Related Injury ☐ Pregnancy
☐ Domestic Violence Victim ☐ Religious Observance/Practice

Start Date: Proposed End Date:

Provide specific details related to this request and the reason(s) why you need this accommodation (e.g., indicate tasks you can perform or describe the religious observance or practice). Attach additional sheets if necessary.

HIPAA Notice re: Medical Requests: To protect your privacy, you may submit your related medical documentation directly to OCRI. It must contain: (1) a brief description of your medical condition; (2) the impact of the condition on your ability to perform your job duties; (3) the recommended accommodation; (4) the period of time for the accommodation to remain in place; and (5) a date of issuance and the signature of your health care provider.

☐ I have attached medical documentation. ☐ I have/ will send medical documentation directly to OCRI by email or other method.

I have attached documentation to support the religious accommodation request.

☐ Yes ☐ No

Personal Privacy Protection Law Notification

The information that you are providing on this form is being requested for the principal purpose of keeping a record to document the request for reasonable accommodation. This information is being requested pursuant to the American With Disabilities Act and the New York State Human Rights Law. Failure to provide this information may result in a delay or prevent the processing of this request. This information will be used in accordance with Section 96(1) of the Personal Privacy Law, particularly subdivisions (b), (e) and (f). This information is being requested by the Office of Civil Rights and Inclusion, and will be maintained by the Office of Civil Rights and Inclusion ; New York State Canal Corporation, 123 Main Street, White Plains, NY 10601, accessibility@nypa.gov.

_____ Employee Signature

_____ Date

NEW YORK STATE OF OPPORTUNITY | Canal Corporation

POLICY TITLE:	**Nursing-Related Rights**
POLICY NUMBER:	CADM-POL-007
REVISION DATE:	October 17, 2023
FINAL APPROVER:	Brian Saez SVP Power Supply
EXECUTIVE OWNER:	David Mellen Regional Manager, Canals
POLICY OWNERS:	Nancy Harvey Chief Diversity, Equity and Inclusion Officer Philip Kelly Director of Human Resources

Printed copies are not controlled.
For the latest revision of this document, refer to the NYS Canal Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

Revision Date	Revision #	Description/Modification	Revision Section(s)	Author
10/17/2023	0	Original Issue	All	Justin Pruyne Senior EEO/AAO Investigator

Printed copies are not controlled.
For the latest revision of this document, refer to the NYS Canal Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

1 PURPOSE AND SCOPE

The Canal Corporation (Corporation) is committed to ensuring that nursing members of the public and Corporation employees are provided with safe and hygienic areas for employees to express breast milk (also referred to as pumping).

This Policy is based on:

- Federal Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act of 2023.
- Federal Pregnant Workers Fairness Act (PWFA) of 2023
- The New York State Human Rights Law
- Section 206-c of New York State Labor Law
- Section 144 of the New York State Public Buildings Law
- All New York State Executive Orders and Corporation governance that apply.

2 APPLICABILITY

This Policy applies to all Corporation facilities and employees.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

OCRI – New York Power Authority (NYPA) Office of Civil Rights and Inclusion.

4 RESPONSIBILITY AND ACCOUNTABILITY

Responsibility and oversight of this Policy resides with the approver unless otherwise noted herein.

5 POLICY IMPLEMENTATION

5.1 Corporation Employees

The Corporation will provide a copy of this Policy to all employees who are returning to work following childbirth. Notice is also provided to all employees generally, through maintenance of this Policy on the Intranet and/or posting of the notice in centralized locations and/or other accessible means.

Employees wishing to avail themselves of this benefit are required to give their supervisors advance notice. Such notice shall preferably be provided to the supervisor and to OCRI before an employee's return to work following childbirth, to give the Corporation an opportunity to ensure that such a location exists and to coordinate breaks among multiple employees, if needed.

5.2 Reasonable Efforts and Privacy in the Workplace

The Corporation is required to make reasonable efforts to provide a private room or other location for the purpose of expression of breast milk. The room or location provided for this purpose cannot be a restroom or toilet stall. "Reasonable efforts" require that a room or another location be provided for employees to express breast milk as long as it is not significantly impracticable, inconvenient, or expensive for the Corporation to do so. Relevant factors in determining significant impracticality, inconvenience, or expense include but are not limited to:

- The nature of work performed at the worksite;
- The overall size, physical layout, and type of worksite;
- Workforce size and composition;
- General hours of operation and normal work shifts; and
- Relative cost of providing a room or other space for the dedicated purpose.

The Corporation may not deny an employee this benefit due to difficulty in finding a location for purposes of the same.

The Corporation may dedicate a room or other location for the expression of breast milk and establish a schedule to accommodate the needs of multiple employees needing access to it.

If the Corporation is unable to provide a dedicated lactation room or other location under these guidelines, use of a vacant office or another available room on a temporary basis for the expression of breast milk is permitted, provided the room is not accessible to the public or other employees while the nursing employee is using it.

As a last resort, if the Corporation is unable to provide a dedicated lactation room or other location consistent with this Policy, it may make a cubicle available for use by individuals expressing breast milk, provided that it is fully enclosed with a partition and is not otherwise accessible to the public or other employees while it is in use. The cubicle walls shall be at least seven feet (7') tall to ensure the nursing employee's privacy.

Each room or other location used for the expression of breast milk under this Policy shall be well lit by natural or artificial light. If the room has a window, it shall be covered with a curtain, blind, or other covering to ensure privacy for the employee expressing breast milk. The room shall contain, at a minimum, a chair, small table, desk, counter, or other flat surface. In addition, the room should provide an electrical outlet, access to clean running water as well as to refrigeration for the purposes of storing the expressed milk.

The Corporation is not responsible for ensuring the safekeeping of expressed milk stored in any refrigerator on its premises. Employees are required to store all expressed milk in closed containers, regardless of the method of storage and to bring such milk home with them at the end of each shift. Upon timely request to OCRI, employees who are traveling for official Corporation business may arrange for their expressed milk to be shipped to their residence and reimbursed for the cost of shipping.

The space provided for the use of employees expressing breast milk at work by the Corporation must be maintained and cleaned at all times.

For the purposes of this Policy, the term "private" shall mean that the room or other location shall not be open to other individuals frequenting the business, whether as employees, customers, or other members of the public. To ensure privacy, the room or location should have a door equipped with a functional lock. If a door with a functional lock is not available (such as in the case of a fully enclosed cubicle), a sign is to be posted advising that the room or location is in use and should not be accessed.

5.3 Close Proximity

Any room or location provided must be in close proximity to the work area of the employee(s) using it for the expression of breast milk. Close proximity means that the room or location is within walking distance and the distance to the location should not appreciably lengthen the break time.

Should more than one employee at a time need access to a lactation room or other location, the Corporation may dedicate a centralized location for use by all such employees, provided, however, that it will make reasonable efforts to locate such a space at a reasonable distance from the employees using it.

In situations where the Corporation is not the exclusive occupier of a workspace, it may coordinate with other tenants to establish and maintain a dedicated lactation room. Any such shared lactation room must meet all the requirements of this Policy.

5.4 Reasonable Unpaid Break Time

Reasonable unpaid break time must be sufficient to allow the employee to express breast milk. Each break shall generally be no less than 20 minutes. If the room or other location is not in close proximity to the employee's workstation (e.g., as in a shared work location with a common lactation room) each break shall generally be no less than 30 minutes. Employees can elect to take shorter unpaid breaks for this purpose.

The number of unpaid breaks an employee will need to take for expression purposes varies depending on the amount of time they are separated from the nursing infant and physical needs. In most circumstances, the Corporation can provide unpaid break time at least once every three hours as the employee requests it.

Upon the employee's election, unpaid break time may run concurrently with regularly scheduled paid break or meal periods. In addition, the Corporation will allow the Employee to work before or after their normal shift to make up time used during the unpaid break time(s) for the expression of breast milk so long as such additional time requested falls within normal business hours. This benefit is available to employees during their basic work weeks and any overtime or additional hours worked.

An employee may be required to postpone scheduled unpaid break time for no more than 30 minutes if they cannot be spared from their duties until appropriate coverage arrives.

5.5 Non-Discrimination

Neither the Corporation nor any employee or affiliate shall discriminate in any way against an employee who chooses to express breast milk in the workplace. Encouraging or allowing a work environment that is hostile to the right of nursing parents to take leave for the purpose of expressing breast milk may constitute discrimination under relevant policies.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination.

7 REFERENCES

New York Labor Law 206-c.

The Following documents are found on the Corporation Intranet:

Reasonable Accommodation of Disabilities, Pregnancies and Domestic Violence for Employees and Applicants

Reasonable Accommodation in Public Programs and Services for People with Disabilities

Equal Employment Opportunity (CGP-2023-001)

8 POLICY REVIEW AND REVISION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document.

Revision cycle: Every 3 Years

9 DOCUMENT APPROVAL

Policy Owners	Signature	Date
Nancy Harvey Chief Diversity, Equity and Inclusion Officer	Nancy Harvey (Oct 19, 2023 12:58 EDT)	Oct 19, 2023
Philip Kelly Director of Human Resources	Philip Kelly (Oct 17, 2023 15:23 EDT)	Oct 17, 2023

Executive Owner	Signature	Date
David Mellen Regional Manager, Canals	David Mellen David Mellen (Oct 19, 2023 13:35 EDT)	Oct 19, 2023

Final Approver	Signature	Date
Brian Saez Senior Vice President – Power Supply & Canals	Brian Saez Brian Saez (Oct 23, 2023 10:12 EDT)	Oct 23, 2023

10 ATTACHMENTS

N/A

Printed copies are not controlled.
For the latest revision of this document, refer to the NYS Canal Corporation Intranet Site.
Records will be retained in accordance with Corporation approved records retention schedules and/or in compliance with all applicable legal requirements pertaining to the Corporation.

Exhibit 31
March 18, 2025

NEW YORK STATE OF OPPORTUNITY. | Canal Corporation

ATTENDANCE RULES

For Employees of the
New York State Canal Corporation



Canal Personnel
October 7, 2022
CCP-2022-001

Revision Date(For BCG Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
3/8/2022	2	Updated to add legal disclaimer in Foreword; reflect changes to notification requirements for absences; NYPA/Canal email; Reduced Work Week process; Leave Donation process; earning and use of Floating Holidays; references to Toll and Dispatch; substitute FMLA reference for list of relatives; and other minor edits	Throughout	Kathryn Behuniak, Dir of HR; Patricia Kaufman, HRS2 (Labor) and Jason Scheu, Principal Attorney, NYPA
02/12/2018	1	This policy updated 12/27/2018 Attendance Rules with updates to the Corporation's Mission Statement, contact and title information and cover, updated the publication/form/policy	Throughout	Lisa Wright Manager, Administrative Services
12/27/2016	0	This policy updates 11.1.52 TAP 302 Attendance Rules for separation of Canal Corp. from NYS Thruway Authority number(s).	Throughout	Karina Saslow VP, Total Compensation & HRIS, NYPA

This document has been reviewed by:	Name	Position
Content Owner	Signature	Date
Canal Benefits	Kathryn Behuniak (on behalf of HRS2)	3/8/2022

Final Approver	Signature	Approval Date
Director of Human Resources Canal Corporation	Kathryn Behuniak	3/8/2022

MISSION STATEMENT

Operate and maintain a premier waterway and trail system that honors the historic legacy of the Erie Canal and offers unique recreational and tourism opportunities, while also promoting sustainable economic development throughout the canal corridor.

TABLE OF CONTENTS

FOREWORD **1**

GENERAL RULES **2**

ABSENCE NOTIFICATION 2
ACCOUNTING FOR TIME OFF 2
ACCOUNTING FOR TIME WORKED 4
ATTENDANCE EXPECTATIONS 4
BASIC WORKWEEK 5
DEFINITION OF FAMILY 5
INVOLUNTARY LEAVE 5
MEAL PERIODS AND REST BREAKS 7
MEDICAL DOCUMENTATION 7
MEDICAL EVALUATION 8
OVERTIME 9
REDUCED WORK WEEK 10
PRIOR APROVAL OF LEAVE USAGE 11
TARDINESS 11
TERMINATION DUE TO DISABILITY 12
UNAUTHORIZED ABSENCE 12

PAID LEAVES **14**

COMPENSATORY LEAVE 14
FLOATING HOLIDAYS 14
PERSONAL LEAVE 15
SICK LEAVE WITH PAY 16
FAMILY SICK LEAVE 18
FAMILY AND MEDICAL LEAVE ACT (FMLA) 19
VACATION (ANNUAL) LEAVE 20
BLOOD DONATION 24
CANCER SCREENING 24
CIVIL SERVICE AND PROFESSIONAL EXAMINATIONS 25
EXTRAORDINARY CONDITIONS 26
HOLIDAYS 27
JURY DUTY AND COURT APPEARANCES 28
MILITARY LEAVE 29
SOCIAL LEAVE 31
SICK LEAVE AT HALF PAY 31
EMPLOYEE ORGANIZATION LEAVE 32

VOLUNTEER FIREFIGHTERS, MEMBERS OF VOLUNTEER AMBULANCE SERVICES, AND CIVIL DEFENSE DUTIES 33
WORKERS' COMPENSATION LEAVE 34
SICK LEAVE WITHOUT PAY 34
LEAVES WITHOUT PAY 36
CHILD CARE LEAVE 36
VOLUNTARY LEAVE WITHOUT PAY 36
MILITARY SPOUSE LEAVE LAW 37
DISCIPLINARY LEAVE WITHOUT PAY (SUSPENSION) 38
OMNIBUS TRANSPORTATION EMPLOYEE TESTING ACT OF 1991 (OTETA) AND UNITED STATES COAST GUARD (USCG) TESTING – LEAVE WITHOUT PAY 38
PROBATIONARY LEAVE 39
SPECIAL PROGRAMS 40
LEAVE DONATION 40
PAYMENT FOR NON-USE OF SICK LEAVE 40
SICK LEAVE AND VACATION AT RETIREMENT 41
REMOTE WORK GUIDELINES 43
ADMINISTRATION OF ATTENDANCE RULES 49
LEAVE AND PAY CODES IN TIMEKEEPER SYSTEM 50

FOREWORD

These Attendance Rules provide the New York State Canal Corporation (Corporation) employees with information about attendance requirements and leave provisions. Employees of the Corporation are given a generous leave package and are expected to use leave credits responsibly.

It is important to keep in mind that these Attendance Rules do not provide information on every attendance and leave issue. Additional attendance and leave provisions are detailed, as applicable, in the negotiated agreements* and the MANAGEMENT/CONFIDENTIAL EMPLOYEE HANDBOOK (M/C Handbook). In situations where clarification is needed or the matter is not covered, you should ask your supervisor for assistance.

NOTE: The information contained herein is intended as a quick reference guide for various leave-related questions and is not intended to replace or supersede the parties' respective negotiated agreements, or the Management/Confidential Handbook. EMPLOYEES ARE ENCOURAGED TO FAMILIARIZE THEMSELVES WITH THEIR RESPECTIVE NEGOTIATED AGREEMENT OR THE M/C HANDBOOK, IF APPLICABLE. If any information contained herein conflicts with the applicable negotiated agreement or the M/C Handbook, the applicable negotiated agreement or M/C Handbook CONTROLS. Similarly, if any of the information contained herein conflicts with any Federal or State law, the language of the applicable Federal or State law controls.

Employee's Responsibility

Along with opportunities for time off from work, you have an obligation to maintain a satisfactory attendance record and comply with the requirements, rules and regulations specified in this document and any other rules applicable to your particular work unit. Dependable employees are crucial to the success of the Corporation's mission. Failure to comply with any Attendance Rules may result in an unsatisfactory performance rating and/or disciplinary action(s) up to and including termination of employment.

* Negotiated Agreements:

Unit III – Agreement between New York State Canal Corporation and the Civil Service Employees Association Local 1000, AFSCME, AFL-CIO

Unit V – Agreement between New York State Canal Corporation and the Public Employees Federation Division 504 AFL-CIO

GENERAL RULES

ABSENCE NOTIFICATION

Personal Notification Required

When unable to report to work due to illness or an unanticipated emergency situation, PEF and Management/Confidential (MC) employees must personally notify the supervisor (or a person designated by the supervisor) within two hours following the start of the workday. CSEA employees have a one-hour reporting requirement. You must also give immediate notification to and obtain approval from your supervisor if you are unable to remain at work. In such cases, upon return to work or prior to leaving work, all employees must submit a REQUEST TO USE LEAVE CREDITS form (ADM-F029) to their supervisor to cover the unscheduled absence. An employee who works shifts or who must be replaced may have different call-in requirements, i.e., where the work is such that a substitute may be required, the Corporation may require earlier notification.

Questions about call-in requirements should be directed to the supervisor.

Notification by Others Not Sufficient

Except in an emergency situation, calls received from a relative or friend will not be considered proper notification of an absence. A message left with a co-worker (unless designated by the supervisor to receive such calls) is not considered valid notification. In situations where the employee is unable to make the initial call, the employee should personally contact the supervisor as soon as practicable.

Notification Is Required for Each Day of Absence

PEF and MC employees are also required personally to contact the work unit within two hours following the start of the workday *each day* they are unable to report to work unless approval is received from the supervisor for additional days of absence when the initial notice of the unanticipated absence is given. The method of contact (phone call, email, text) must be agreed upon in advance by the employees and supervisors. CSEA employees must call within one hour following the start of *each* workday they are unable to report unless approval is received from the supervisor for additional days of absence when the initial notice of the unanticipated absence is given.

Untimely Reporting Is Considered an Unauthorized Absence

Failure to properly report an absence within the time period specified above or the time period specified by the supervisor is considered an unauthorized absence. Unauthorized absences may result in removal from the payroll and may be cause for disciplinary action.

The above guidelines do not apply to situations where the use of leave credits must be requested in advance. Information on using leave in situations requiring approval in advance is found in other sections of these Attendance Rules.

ACCOUNTING FOR TIME OFF

All time off must be requested from and approved by a supervisor. Most time off must be requested in advance.

How Is Time Off Accounted For?

A REQUEST TO USE LEAVE CREDITS form (ADM-F029) must be submitted by all Corporation employees for any paid time off unless an EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE form (ADM-F031) with accompanying MEDICAL CERTIFICATION FOR EMPLOYEE LEAVE form (ADM-F032) or APPLICATION FOR LEAVE OF ABSENCE FOR FAMILY LEAVE ONLY form (ADM-F033) with accompanying MEDICAL CERTIFICATION FOR FAMILY LEAVE form (ADM-F028) has been completed. Verbal approval and notations on timecards may not substitute for submission of the above leave forms.

A BIWEEKLY ATTENDANCE REPORT must also be submitted by Canal Corporation employees to record absences and supervisory approval information.

An EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE form (ADM-F031) with accompanying MEDICAL CERTIFICATION FOR EMPLOYEE LEAVE form (ADM-F032) or other documentation must be submitted for Workers' Compensation Leave, Jury Duty, leave for a Civil Service Exam, leave for Firefighting/Ambulance/Civil Defense duties, Military Leave and leaves with or without pay.

In cases of long term absences, it may be necessary to periodically submit a new EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE form (ADM-F031) with accompanying MEDICAL CERTIFICATION FOR EMPLOYEE LEAVE form (ADM-F032) or APPLICATION FOR LEAVE OF ABSENCE FOR FAMILY LEAVE ONLY form (ADM-F033) with accompanying MEDICAL CERTIFICATION FOR FAMILY LEAVE form (ADM-F028) including updated medical information.

A REQUEST FOR VOLUNTARY LEAVE WITHOUT PAY form (ADM-F039) must be submitted in advance for a request for voluntary leave without pay. These requests must be submitted through your supervisor to Canal Personnel for final approval.

Employee's Responsibility

Employees are responsible for obtaining supervisory approval prior to taking time off. In addition, the appropriate leave form, in most cases, should be completed, submitted to the supervisor and approved prior to taking time off. In some instances, such as unexpected illness, the appropriate form should be completed and submitted to the supervisor as soon as possible. Employees are responsible for knowing their leave accrual balances and to only request use of available leave accruals. If sufficient accruals are not available to cover requested leave, an employee should not submit a leave request.

Employees are responsible for knowing and complying with the call-in procedures in place in their work unit for unexpected absences. In most cases, the employee must call in and speak to the supervisor or the supervisor's designee when an unexpected absence occurs. In situations where the employee is unable to make the initial call, such as an accident or emergency illness, the employee must contact the supervisor as soon as possible.

Employees are responsible for reviewing their Quota Overview in Employee Self-Service periodically for accuracy and reporting any discrepancies to their supervisor.

Supervisor's Responsibility
Supervisors are responsible for ensuring employees follow proper procedures when requesting time off including:

- Seeking and obtaining prior approval;
- Using proper call-in procedures for unexpected absences;
- Submitting the appropriate leave forms; and
- Ensuring that accruals are available.

When determining if leave may be granted, supervisors should evaluate the needs of the work unit and whether sufficient coverage is available for the period of the absence. In addition, a review of the employee's attendance record should be made.

For More Information
Information about attendance rules for specific work units can be obtained from supervisors. More information can be found in the negotiated agreements, M/C Handbook and other sections of these Attendance Rules.

ACCOUNTING FOR TIME WORKED

Employees are responsible for accurately reporting their arrival at and departure from work.

How Is Time Worked Recorded?
Time worked is recorded on time sheets. For most employees in Administrative Headquarters and Administrative Offices, it is a supervisor's responsibility to monitor employee arrival and departure times and have the Attendance Report accurately reflect absences.

Employee's Responsibility
Employees who write their time on time sheets must record all arrival and departure times accurately. Only under limited circumstances, such as in the case of an employee injury, may a supervisor record time for an employee.

Supervisor's Responsibility
Supervisors are responsible for ensuring that their employees are accurately recording their arrival and departure times.

For More Information
Information about attendance rules for specific work units can be obtained from supervisors. More information can be found in the negotiated agreements, M/C Handbook and other sections of these Attendance Rules.

ATTENDANCE EXPECTATIONS

You are personally responsible for maintaining a good attendance record. Toward this end, you should:

- Come to work regularly and on time and not allow minor inconveniences to keep you away from the job.

- Take care of personal responsibilities outside of normal business hours whenever possible.

- Whenever possible, schedule planned absences at the beginning or end of the workday or in conjunction with the lunch period, rather than in the middle of the morning or afternoon.

Absences from work are usually planned in advance (such as vacations, a doctor's appointment, jury duty, personal obligations or military duty). Some absences are unavoidable (such as illness, injury, accident or an emergency). Excessive absenteeism is unacceptable and is cause for disciplinary action, up to and including termination. Similarly, misuse of accruals (e.g., a pattern of absenteeism on certain days of the week, or before or after holidays) may be cause for disciplinary action, up to and including termination.

BASIC WORKWEEK

The basic workweek is established in the negotiated agreements with Unit III and Unit V. The Corporation determines the hours of operation, which are subject to change. For Management/Confidential employees, offices are open for operation during the standard work week of Monday through Friday from 8:30 AM to 4:30 PM.

For More Information

The negotiated agreements and other sections of these Attendance Rules provide detailed information about daily work hours, type and length of shifts, breaks, lunch periods, overtime, flexible work hours, and other aspects of the workweek and workday.

DEFINITION OF FAMILY

Various contract provisions, laws, rules and policies address leave benefits in connection with an employee's family. The definition of family varies among leave categories. Listed below are the definitions of family and the leave categories to which they apply.

FAMILY SICK LEAVE

For use of Family Sick Leave due to illness or death in an employee's family, family is defined as the employee's spouse and the parents, children, brothers, sisters or grandparents of the employee or the employee's spouse and all persons for whom the employee is legally responsible. Domestic partners are eligible for family sick leave for illness or death of the partner. To be eligible for Family Sick Leave for the family of a domestic partner, the partner's family must reside with the employee requesting family sick leave.

FAMILY AND MEDICAL LEAVE ACT (FMLA)

For current rules and eligibility under the Family and Medical Leave Act (FMLA), please consult the United States Department of Labor website at www.dol.gov.

INVOLUNTARY LEAVE

Under certain circumstances, the Corporation may place an employee on involuntary leave.

Involuntary leave due to disability is provided for under Section 72 of the Civil Service Law. Involuntary leave due to disciplinary-related actions is provided for under Section 75 of the Civil Service Law and the negotiated agreements. Involuntary leave may also be as a result of positive drug or alcohol testing.

When Can An Employee Be Placed On Involuntary Leave?

An employee can be placed on involuntary leave when:

- There is probable cause to believe that the employee's continued presence on the job represents a potential danger to persons or property or would severely interfere with Corporation operations; or,

- Results from random drug or alcohol testing are positive or there is reasonable suspicion by the supervisor; or,

- Following medical examination, a medical provider certifies that the employee is not physically or mentally fit to perform the essential duties of the position; or,

- Penalty of involuntary leave (suspension) is imposed as a result of disciplinary action (see section on Disciplinary Leave Without Pay).

Section 72 Provisions
The Corporation will notify the employee in advance of a medical examination and that the examination is being conducted under the provisions of Section 72. The employee and the medical examiner at the Department of Civil Service will be given the facts that suggest the employee is not fit to perform essential duties of the position. Written notice of the findings will be provided to the employee. The determination with respect to leave and its expected duration will be provided in writing to the employee. The employee will also receive written notice of the appeal process and the hearing decision. An employee who recovers from a disability must be reexamined by the Department of Civil Service medical examiner before being allowed to return to work.

Employee's Responsibility
The employee must undergo the required medical examination(s).

Is Absence Paid or Unpaid?
An employee, who is placed on involuntary leave under Section 72, shall be entitled to draw all accumulated, unused sick leave, vacation, overtime and other time allowances standing to their credit. Upon exhaustion of appropriate leave credits an employee placed on involuntary leave may be entitled to Sick Leave at Half Pay.

An employee who is placed on involuntary leave related to disciplinary action is suspended without pay.

An employee who is placed on involuntary leave related to positive drug or alcohol testing is placed on leave without pay.

For More Information
Sections 72 and 75 of the Civil Service Law provide information about involuntary leave. Canal Personnel and Labor Relations can also provide information at (518) 449-6003.

MEAL PERIODS AND REST BREAKS

Generally, employees receive a meal period of one-half hour each full workday unless operating needs dictate otherwise. Some employees are required to remain at their workstation and on call during their meal period. Extending a meal period requires the permission of the supervisor and a charge to appropriate accumulated leave credits. Meal periods may not be taken at the end of the workday to provide for an early departure.

Rest breaks are usually permitted but may not extend for more than 15 minutes nor occur more than twice a day. On occasion, employees may be required to miss rest breaks due to workload demands. Some employees are required to remain at their workstation and on call during their rest breaks. Rest breaks that are not taken may not be saved to be used to extend meal periods or to provide for a late arrival or early departure.

Questions about meal periods and rest breaks should be addressed to the work unit supervisor.

MEDICAL DOCUMENTATION

Medical documentation may be required to support an absence due to illness or injury or for return to work after an illness or injury.

Submission of medical documentation is provided for in the M/C Handbook, negotiated agreements, Americans with Disabilities Act and the Family and Medical Leave Act.

When Is Medical Documentation Required?
Medical documentation *may* be required:

- Before an absence may be charged to Sick Leave. The medical certificate must include a statement confirming inability to perform the duties of the position due to this illness or injury, the dates of the disability and the date of return to work. In cases of extended illness, periodic medical certificates may be required for the duration of the illness or injury.

- Before a visit to a doctor, dentist or health care provider is charged to leave.

- Before an absence, including taking a family member to a medical provider, may be charged to Family Sick Leave. The medical certificate must include the date of the visit and state that the employee's presence was medically necessary.

- Before an absence to care for a family member may be charged to Family Sick Leave. The medical certificate must state that the presence of the employee was medically necessary to care for the family member.

- Before an employee, who has been absent due to a personal illness or injury, may return to work. The medical certificate must state that the employee can perform the essential duties of the position.

- From an employee who, either temporarily or permanently, cannot perform the essential functions of their position. The medical certificate must state the work performance limitations and what, if any, accommodation may be advised.

- From an employee who requests to return to work on a limited duty basis.

- Before an absence related to cancer screening maybe granted.

Failure to provide acceptable medical documentation will result in an unauthorized absence and removal from the payroll. Other leave credits may not be substituted when required medical documentation has not been provided. In a case where an employee seeks to return to work or an accommodation upon return to work, failure to provide acceptable medical documentation may result in disapproval of the return to work or the requested accommodation.

What Is Acceptable Medical Documentation?

Acceptable medical documentation is a medical certificate on either the MEDICAL CERTIFICATION FOR EMPLOYEE LEAVE form (ADM-F032) or on the MEDICAL CERTIFICATION FOR FAMILY LEAVE form (ADM-F028) form or on the health care provider's stationery/letterhead with the health care provider's signature (not a stamped signature). The certificate must include the date of visit and specify the period of disability and the expected or estimated date of return to work. A copy of a medical certificate is not acceptable. Because of work unit considerations, the anticipated length of disability may also be required.

The Corporation reserves the right to verify any medical documentation.

When the length of absence is questionable, supervisors may require medical documentation that specifies the exact period of disability.

Confidentiality

All medical information is forwarded to Canal Personnel and kept in confidential medical files. No medical documentation (including copies) can be kept in local, Section or Department files.

Access to medical information about an employee is granted on a limited, need to know basis. Employees concerned about the confidentiality of their medical documentation should talk to their supervisor or Canal Personnel at (518) 449-6003.

You may be required to authorize the release of information from your medical provider(s) to an Employee Health Service medical representative or for Workers' Compensation purposes.

MEDICAL EVALUATION

The Corporation may require an employee be examined by a medical professional to determine fitness for duty or necessity of absence.

Medical examinations are authorized by negotiated agreements, M/C Handbook, Civil Service Law, Americans with Disabilities Act, Occupational Safety and Health Act/Public Employee Safety and Health Act (OSHA/PESH) and the Workers' Compensation Law.

Under What Circumstances May an Employee Be Examined?
An employee may be examined:

- To determine if a leave of absence (paid or unpaid) is appropriate.
- To aid in determining the appropriateness of charging an absence period against leave credits.
- To determine ability to return to work following an absence.

An employee may also be examined to determine the ability to perform the essential duties of the position when there is a question as to whether:

- The employee can perform the essential duties of the job with or without an accommodation.
- The employee's presence at the work site is disruptive to operations.
- The employee poses a safety hazard to others.
- The employee is disabled from a claimed workers' compensation injury.
- The employee can return to work following a claimed workers' compensation injury.

Who Conducts the Medical Examination?
The reason for the examination generally determines what medical practitioner conducts the examination. For workers' compensation cases, the insurance carrier selects the physician or medical professional. When dealing with absence or return to work issues, the Corporation may select the medical practitioner. The Department of Civil Service, Employee Health Services, also conducts medical examinations, especially when there is an issue about an employee's ability to perform the essential duties of the job.

For More Information
The negotiated agreements and M/C Handbook provide specific detail about medical evaluations. Questions concerning a Workers' Compensation case may be addressed directly to insurance@nypa.gov.

OVERTIME

Overtime is time worked in excess of the normal workday or workweek.

Payment for overtime is addressed in the negotiated agreements, M/C Handbook and the Fair Labor Standards Act.

Who Is Eligible to Work Overtime?
Generally, employees at grade 22 (with some limited exceptions) and below are eligible for approved overtime. There may also be experience or skill qualifications depending on the overtime assignment. Negotiated agreements may have additional requirements for overtime eligibility. Questions about eligibility for overtime should be directed to the supervisor or researched in the appropriate negotiated agreement.

Except where specified in the negotiated agreements, an employee is not eligible for overtime if out on leave.

Under What Circumstances Would Overtime Be Worked?

Overtime is only worked with supervisory direction. It may be overtime that has been scheduled ahead of time, or it could be overtime necessitated by an emergency or other unplanned circumstance.

Negotiated agreements and/or work units have procedures in place regarding distribution of overtime assignments among employees. There are two types of overtime:

Voluntary Overtime - In most cases, overtime is assigned on a volunteer basis.

Mandatory Overtime - There may be occasions when an employee is required to work mandatory overtime. The Corporation has the right to require an employee to work such overtime.

Payment for Working Overtime

Additional compensation is paid to an eligible employee for approved overtime worked. An employee is compensated at the overtime rate for time worked in excess of the usual workday or workweek.

Employees eligible to be paid for overtime work may receive compensatory leave time in lieu of overtime. Additional information can be found in the negotiated agreements, M/C Handbook, and under Paid Leave-Compensatory Leave of these Attendance Rules.

How Many Hours Overtime Can Be Worked?

Overtime availability is subject to operational needs and prior supervisory approval. Further, an employee should not work more than 16 consecutive hours except in emergency situations.

REDUCED WORKWEEK

At the Corporation's discretion, an employee may be permitted to work a reduced workweek with a corresponding reduction in earnings. A reduced workweek is a temporary arrangement and change to the reduced work schedule (including return to full time) may be made only with approval of supervision and the Director of Human Resources.

Reduced workweek schedules are provided at the discretion of the Corporation when workload and priorities permit and are subject to revocation at any time at the discretion of the Corporation. Employees may not work less than a 50% workweek.

What Are Some Impacts Of A Reduced Work Schedule?

- Retirement service credit may be reduced for any percentage work schedule.
- Overtime eligibility is only based on hours worked that are more than 7.5/8.0 per day or 37.5/40.0 per week.
- Leave credits are earned at a corresponding percentage basis.

- Maximum leave accumulation limits and half pay eligibility are reduced accordingly.

Other Factors
Employees must complete a REQUEST FOR REDUCED WORKWEEK (ADM-F037) to be approved by their supervisor and the Director of Human Resources.

An employee working a reduced work schedule must adhere to a predetermined schedule which will be specified on the REQUEST FOR REDUCED WORKWEEK form, to begin and end with the start and end of a pay period.

For More Information
Contact Canal Personnel for additional information about reduced workweek schedules at canalpersonnel@canals.ny.gov or (518) 449-6003.

PRIOR APPROVAL OF LEAVE USAGE

Employees receive a generous leave package that provides for full wages during certain absences. The uninterrupted payment of wages during vacation, illness or while fulfilling civic responsibilities is of substantial value. However, the accumulation of leave credits does not guarantee paid leave at any time you choose. Most paid absences require a written request and your supervisor's PRIOR approval. Your job title, work responsibilities and the type of leave requested may dictate how much advance notice is required. There may be additional circumstances in particular work units that mandate other prior notification requirements.

While most requests for leave are approved, there are occasions when, because of operational needs, it is necessary for supervisors to deny a request for time off. A poor attendance record may also form the basis for disapproval of additional time off.

Some absences due to an illness or injury do not require prior approval. However, you may be required to submit proof of disability, or proof of need for a medical visit or treatment after an absence when the absence is due to a claimed illness, injury, medical visit or medical treatment.

For More Information
Your supervisor is your best source of information about what prior approval requirements exist in your work unit. Additional information may be found in the negotiated agreements and the M/C Handbook.

TARDINESS

The Corporation expects employees to maintain a satisfactory record of attendance. Daily attendance at work is essential to accomplish the Corporation's objectives. Employees have a responsibility to report to work on time in accordance with their work schedule and in a condition fit for work.

Employees who report to work past their required starting time are considered tardy.

While a supervisor may allow occasional tardiness to be charged against accruals, repeated tardiness by an employee is unacceptable and will not be condoned by supervisors. In instances

of persistent tardiness, or in severe tardiness situations, a supervisor should deem the tardiness an unauthorized absence and remove the employee from the payroll for the tardiness period.

TERMINATION DUE TO DISABILITY

An employee who has been absent for one year may be separated from service. Possession of leave balances or eligibility for Sick Leave at Half Pay does not guarantee continuation of employment beyond one year of absence.

Absence Due to Occupational Injury or Illness

An employee who has been absent for a cumulative period of at least one year due to a workers' compensation injury or illness may be separated from service in accordance with Section 71 of the New York Civil Service Law.

Absence Due to Non-Occupational Injury or Illness

An employee who has been absent for a continuous period of at least one year due to a non-work-related injury or illness may be separated from service in accordance with Section 73 of the New York Civil Service Law.

Reinstatement to Service

An employee who recovers from such disability may apply to the New York State Department of Civil Service for reinstatement to service in accordance with the above-mentioned sections of the New York Civil Service Law.

UNAUTHORIZED ABSENCE

An unauthorized absence results from an employee's failure to be at work when required. An unauthorized absence is cause for an employee being removed from the payroll for the unauthorized absence period.

An unauthorized absence designation is supported by the negotiated agreements, M/C Handbook and the Supervisor's Handbook.

What Absences May Be Classified as Unauthorized?

Unauthorized absences are those:

- Where advance supervisory approval to be absent is required but has not been obtained; or,
- Where satisfactory medical documentation required to support an absence has not been provided; or,
- Where proper and timely notification to the supervisor has not occurred; or,
- Resulting from repeated or inappropriate tardiness.

Maintaining a leave balance sufficient to cover an absence in and of itself does not constitute approval of an absence.

A supervisor is required to remove an employee from the payroll when an employee is absent without authorization. Removal from the payroll and counseling may occur regardless of an employee's leave balances.

Unauthorized absences can reduce retirement service credit, delay salary advancement and may cause ineligibility for many benefits.

Unauthorized absences may result in disciplinary action including loss of employment.

For More Information

Information about attendance rules for specific work units can be obtained from supervisors. More information can be found in the negotiated agreements, M/C Handbook and other sections of these Attendance Rules.

PAID LEAVES

COMPENSATORY LEAVE

Compensatory Leave is leave that Unit III, Unit V, and overtime eligible M/C employees are offered in lieu of overtime payment.

How Is Compensatory Leave Earned?
Employees who are eligible for overtime may elect to receive Compensatory Leave at the rate of time and one-half in lieu of overtime pay. Such election is made at the time an employee completes the daily time sheet. Refer to your negotiated agreement or M/C Handbook to determine the maximum balance allowable for your Negotiating Unit.

How May Compensatory Leave Be Used?
Corporation employees must submit in advance a REQUEST TO USE LEAVE CREDITS form (ADM-F029) and obtain supervisory approval before using Compensatory Leave, which must be charged in quarter hour increments. Employees who obtain a supervisor's approval to take leave on short notice or otherwise take the approved leave before submitting a REQUEST TO USE LEAVE CREDITS form, must submit the REQUEST TO USE LEAVE CREDITS form immediately upon their return to work.

What Happens to Compensatory Leave Upon Separation?
Upon separation from service, retirement or death, an employee or the employee's estate will be compensated for all unused Compensatory Leave.

FLOATING HOLIDAYS

The Floating Holiday Program allows an employee to observe certain holidays on days other than the official day of observance.

The negotiated agreements and the M/C Handbook provide for this program.

An employee's eligibility to participate in this program is based on Negotiating Unit, title and work location.

On an annual basis, two (2) floating holidays are credited in January and two (2) floating holidays in July for Corporation employees to use, in not less than one-quarter hour units, subject to supervisory approval, within one year of allocation. However, an employee who is not in full pay status on the normally designated observance date loses entitlement for time off for that floating holiday and their floating holiday balance will be adjusted accordingly. If an employee leaves Corporation service for any reason after the employee has used floating holiday credits that have not yet been earned, vacation accruals will be substituted in lieu of the unearned floating holiday(s), or if vacation accruals are unavailable the value of the floating holiday(s) will be recovered from monies due the employee.

How May Floating Holiday Leave Be Used?
Corporation employees must submit in advance a REQUEST TO USE LEAVE CREDITS form (ADM-F029) and obtain supervisor approval before using Floating Holiday Leave, which

can be charged in quarter hour increments. Employees who obtain a supervisor's approval to take leave on short notice or otherwise take the approved leave before submitting a REQUEST TO USE LEAVE CREDITS form, must submit the REQUEST TO USE LEAVE CREDITS form immediately upon their return to work.

Floating holidays must be observed within one year of being credited; by the applicable June 30 or December 31 or they will be forfeited. Each year, the Corporation designates some holidays as floating and issues an Administrative Services Bulletin with updated details.

An employee whose workday is more than 7.5/8.0 hours must charge appropriate leave credits for the time off in excess of the 7.5/8.0 hour workday for any floating holiday used.

For More Information
Refer to your negotiated agreement or M/C Handbook and the annual Administrative Services Bulletin on Public and Floating Holidays.

PERSONAL LEAVE

Personal Leave is leave with pay for vacation or for personal business, including religious observance.

Personal Leave is provided in accordance with the negotiated agreements and the M/C Handbook.

How Is Personal Leave Provided?
Personal Leave is credited annually in a "lump sum."

The maximum amount of Personal Leave an employee may receive each year is 5 days. Some newer employees receive 3 days per year but are advanced to 5 days per year after meeting applicable service or salary requirements. Refer to your negotiated agreement or M/C Handbook for detailed information.

Personal Leave is credited at the beginning of the first full pay period in January except for:

- NEW EMPLOYEES: Upon appointment, newly hired employees are credited with Personal Leave on a prorated basis in accordance with the appropriate negotiated agreement or M/C Handbook.

- EMPLOYEES WHO TRANSFER: An employee who transfers from other State service to the Corporation may be credited with unused Personal Leave. If so, the State Personal Leave anniversary date is retained for the purpose of using the unexpired Personal Leave brought over from other State service. On the succeeding Personal Leave anniversary date, any unused Personal Leave expires. The employee is then granted a prorated amount of Personal Leave corresponding to the length of time between that date and the following January 1. The employee's Personal Leave anniversary date is then changed to January 1 and the employee, in subsequent years, is credited with Personal Leave in January.

- EMPLOYEES WHO ARE NOT IN FULL PAY STATUS: If an employee is off the payroll, on leave without pay, or on sick leave at half pay when Personal Leave is scheduled to be credited, the crediting will not take place until the employee returns to full pay status.

- EMPLOYEES WHO RETURN TO WORK FOLLOWING SEPARATION: An employee who is reemployed or reinstated in the same calendar year that separation occurred from Corporation service will, upon reemployment, be credited with any unused Personal Leave that remained at the time of separation unless such personal leave was transferred and used at another New York State agency or authority.

How May Personal Leave Be Used?

Corporation employees must submit in advance a REQUEST TO USE LEAVE CREDITS form (ADM-F029) and obtain supervisory approval before using Personal Leave, which can be charged in quarter hour increments. Employees who obtain a supervisor's approval to take leave on short notice or otherwise take the approved leave before submitting a REQUEST TO USE LEAVE CREDITS form, MUST submit the REQUEST TO USE LEAVE CREDITS form immediately upon their return to work.

Personal Leave is not cumulative. Any Personal Leave remaining on the day preceding the first full pay period in January will expire.

Individuals who have Personal Leave restored as a result of a Workers' Compensation award may be permitted extra time to reduce excess accumulation.

What Happens To Personal Leave Upon Separation?

No payment is made for unused Personal Leave at any time.

Unused Personal Leave may be transferred to other State agencies in accordance with the appropriate Reciprocal Agreement.

No retirement service credit is provided for unused Personal Leave at the time of retirement.

For More Information

Detailed information about the crediting and use of Personal Leave can be found in the negotiated agreements, M/C Handbook and Reciprocal Agreements.

SICK LEAVE WITH PAY

Sick Leave with pay is absence with full pay necessitated by illness or disability of the employee.

Sick Leave with pay is provided by the negotiated agreements and the M/C Handbook.

How Is Sick Leave Earned?

Sick Leave is credited in each biweekly pay period. The amount credited is specified by the appropriate negotiated agreements and the M/C Handbook. Some negotiating units provide that an employee earns Sick Leave at a graduated rate until completion of a specified period of service. Employees will not earn any Sick Leave for any biweekly pay period during which they are in less than full pay status for more than five workdays. The maximum amount of Sick Leave credited per biweekly pay period is one-half day.

Employees who have accumulated at least 165 days of sick leave will have one-half day of sick leave accruals credited to a special sick leave accrual bank for each day of sick leave accruals not credited until a total of 35 such days are accumulated. These special accruals cannot be used until all other sick leave is exhausted. Regular sick leave accruals must be built up to 165 days before further special bank credits will be granted.

How May Sick Leave Be Used?
Sick Leave may be used in quarter hour increments for necessary absences due to personal illness or disability or for personal visits to the doctor, dentist or other health care provider. Sick Leave may also be used for illness or death in the employee's family (see section on Definition of Family). However, Family Sick Leave may not exceed a maximum of 15 days in any one calendar year.

Documentation of the need to be absent may be required for use of either Sick Leave or Family Sick Leave (see section on Family Sick Leave).

Employee's Responsibility
Employees must notify their supervisor of an absence and the reason for it. Notification must be within the specified time period established for the work unit. Before an absence is charged to Sick Leave, an employee may be required to:

- Submit acceptable medical documentation to support the absence;
- Undergo a Corporation directed medical examination.

For scheduled absences, employees should submit a REQUEST TO USE LEAVE CREDITS form (ADM-F029) prior to taking the leave. Those employees who notify a supervisor of the need to take leave on short notice or otherwise take leave before submitting a REQUEST TO USE LEAVE CREDITS form must submit the REQUEST TO USE LEAVE CREDITS form immediately upon their return to work.

Supervisor's Responsibility
Supervisors must monitor Sick Leave usage and insure that it is used appropriately. A supervisor who suspects an employee is using Sick Leave inappropriately may impose strict documentation requirements on that employee (see section on Medical Documentation). Supervisors are responsible for insuring that appropriate medical documentation is provided when required. Supervisors must counsel and, if necessary, recommend discipline for employees who use Sick Leave inappropriately.

Using Sick Leave Wisely
Sick Leave is one of the most valuable benefits provided by the Corporation. Accumulated Sick Leave is much like an insurance policy in that it can provide you with full wages when you are unable to work. There are other benefits derived from accumulated Sick Leave and limited use of Sick Leave:

- Unused Sick Leave at retirement may increase your pension by adding to your service credit;
- Unused Sick Leave at retirement will be used to offset health insurance premiums in retirement;

- Union employees are eligible for a cash payment for no use or limited use of Sick Leave (see Payment for Non-Use of Sick Leave section) twice per year.

Related Topics
There are numerous other topics in these Rules that relate to the Sick Leave information presented above. Please refer to the following sections for additional information:

- Absence Notification
- Medical Documentation
- Medical Evaluation
- Prior Approval of Leave Usage
- Tardiness
- Unauthorized Absence
- Family Sick Leave
- Sick Leave at Half Pay
- Family and Medical Leave Act
- Workers' Compensation Leave
- Sick Leave Without Pay
- Sick Leave and Vacation at Retirement

For More Information
See your negotiated agreement or M/C Handbook for additional detailed information about Sick Leave.

FAMILY SICK LEAVE

Family Sick Leave is leave to care for a family member. It may be used in the event of illness, medical treatment or death of a family member.

Family Sick Leave is provided in accordance with the negotiated agreements and the M/C Handbook.

How Is Family Sick Leave Provided?
Family Sick Leave is a designation of Sick Leave use and is not an additional paid leave. Family Sick Leave may be charged in quarter hour increments and allows an employee to charge an absence to sick leave even though the employee is not ill or injured.

Usage cannot exceed 15 workdays in a calendar year. Family Sick Leave with pay cannot be approved when an employee does not have sufficient Sick Leave to cover the absence. The Family and Medical Leave Act may permit an employee to be absent (up to 12 weeks per year) under certain circumstances related to family illness and may provide for paid leave.

Paid FMLA is provided in accordance with the negotiated agreements and the M/C Handbook.

For scheduled absences, employees should submit a REQUEST TO USE LEAVE CREDITS form (ADM-F029) prior to taking the leave. Those employees who notify a supervisor of the

need to take leave on short notice or otherwise take leave before submitting a REQUEST TO USE LEAVE CREDITS form must submit the REQUEST TO USE LEAVE CREDITS form immediately upon their return to work.

Who Is Considered Family?
For Family Sick Leave purposes, family is defined as an employee's spouse, parent, child, brother, sister, grandparent of the employee or spouse and all persons for whom the employee is legally responsible. Same or opposite sex partners who co-reside with an employee also fall under the definition of family. In order for an opposite sex partner to meet the definition of family for Family Sick Leave for illness or death of their partner's family member, the partner's family member must reside with the employee requesting the leave.

When Is It Appropriate to Use Family Sick Leave?
Family Sick Leave may be appropriate for necessary absences to provide direct care for a family member or to take a family member for medical evaluation or treatment when the employee's assistance is required. It may also be used in conjunction with the death of a family member as specified above. Employees may be required to submit medical proof of the need to be absent.

FAMILY AND MEDICAL LEAVE ACT (FMLA)

Family and Medical Leave provides for the designation of employee leave of absences due to personal health, care of a family member, to care for a new child and military exigency leave.

This leave designation is provided in accordance with the Family and Medical Leave Act (FMLA), some negotiated agreements, and the National Defense Authorization Act for FY 2008, Public Law 110-181.

Who Is Eligible for Leave Under The Family and Medical Leave Act?
To be eligible for designated leave an employee must:

- Have been employed for 12 months or more by the Corporation; and,
- Have worked 1250 hours in the prior 12 months; and,
- Not have exhausted entitlement to FMLA leave; and,
- Provide acceptable medical documentation, birth/adoption/foster care verification, supporting military documentation for leave under Military Family Leave entitlements.

What Conditions Qualify for Leave Designated Under FMLA?
Designated leave may be granted:

- For the birth or placement of a child for adoption or foster care;
- To care for an immediate family member with a serious health condition. (Note: family for this purpose is an employee's parent, child or spouse);

- To take a medical leave when the employee is unable to work because of a serious health condition;

- To care for a service member who has a serious health condition incurred in the line of duty while on active duty. (Note: family for this purpose is an employee's parent, child, spouse, or next of kin);

- For a qualifying military exigency leave in support of an employee's spouse, child, or parent who has an impending call or has been called to active duty.

How Is Designated Leave Provided Under FMLA?
An employee is eligible for up to 12 weeks of designated leave in each calendar year subject to the requirements above. Leave may be paid, unpaid or a combination of both.

An employee is eligible for up to 26 weeks of designated leave in each calendar year for Military Caregiver Leave.

Substitution of Paid Leave Credits
As provided by the FMLA, the Corporation requires employees to use appropriate paid leave credits while absent on FMLA qualifying leave. Sick Leave, Vacation and accrued Compensatory Overtime are required substitutions for a personal illness. Personal leave may, at the employee's request, also be substituted. Sick Leave may only be used for illness or medical visits. It cannot be substituted for Childcare Leave without pay or a qualifying military exigency.

Employee Responsibility
Employees are required to provide adequate evidence of the need for leave designated under the Family and Medical Leave Act. When the Corporation requires verification or clarification of medical documentation submitted, the employee will be asked to provide such information or give permission to the Corporation to contact the medical provider. If the employee fails to provide the information or give permission to contact the medical provider, such leave may be denied under FMLA.

For More Information
See the COMPLIANCE GUIDE TO THE FAMILY AND MEDICAL LEAVE ACT (CCP-2018-001) for detailed information about leave under FMLA. Questions about FMLA eligibility may be addressed to CanalBenefits@canal.ny.gov.

VACATION (ANNUAL) LEAVE

Vacation is leave at full pay for vacation or other purposes.

The negotiated agreements, M/C Handbook and various Bulletins provide for Vacation Leave.

Provisions
- Vacation Leave is credited biweekly.

- For most new employees, Vacation Leave is earned but not credited or available for use until completion of 13 biweekly pay periods.

- Additional bonus days of Vacation Leave, based on service, are credited semi-annually.
- Vacation Leave is cumulative up to a maximum of 40 days at the beginning of each calendar year.
- Vacation Leave may be substituted for Sick Leave subject to Sick Leave usage requirements.
- Vacation Leave may be donated to other employees who are ill (see Leave Donation section).
- PEF employees may sell back Vacation Leave annual for a cash payment in accordance with the negotiated agreement.
- Vacation Leave use requires prior supervisory approval.
- Payment for up to 30 days of unused Vacation Leave may be made upon separation from service. For employees resigning from service, a two-week's notice is required to receive this payment.
- Under certain conditions, lump sum Vacation Leave payments will increase pension payments (see section on Sick Leave and Vacation Leave at Retirement).

How Is Vacation Leave Earned?

An employee will, upon completion of 13 biweekly pay periods of service, be credited with six (6) and one-half (½) days of Vacation Leave. Thereafter, the employee will earn Vacation Leave at the rate of one-half day per biweekly pay period. An employee does not accrue Vacation Leave when in less than full-pay status for more than five workdays in a pay period. Prior Corporation or State service may be used when calculating entitlement to vacation credits.

Employees who have been in full-pay status for five workdays in a pay period and are separating from service due to retirement, or are transferring to another State agency, are credited with the accruals earned in that pay period.

An employee earns bonus Vacation Leave in accordance with the following schedule:

Completed Years of Continuous Service	Additional Vacation Credits Earned
1	1 day
2	2 days
3	3 days
4	4 days
5	5 days
6	6 days
7	7 days

The first bonus day of Vacation Leave is credited in the January following appointment and the completion of at least 13 biweekly pay periods. Bonus days for the second through the seventh year are credited semi-annually. Half of the entitlement is credited each January and the other half is credited in the preceding July.

In the pay period in which an employee receives the second half of the seventh year's bonus credit, an employee will begin earning Vacation Leave on a biweekly basis at a rate which equals 20 days' Vacation Leave for each 26 pay periods.

For Unit III (40.0 hour), V, and M/C employees, between seven and 20 years of service, Vacation Leave continues to be earned at 20 days per year.

Beginning at 20 years of service, further bonus Vacation Leave days are credited in accordance with the schedule below:

Completed Years of Continuous Service	**Additional Vacation Credits Earned**
20 to 24	1 day
25 to 29	3 days
30 to 34	4 days
35 or more	5 days

The first 20-year bonus Vacation Leave day is credited as one full day in the January or July following completion of 20 years of service. Thereafter, provided there is no break in service, an employee will receive one-half of the yearly entitlement each January and July.

Beginning at 15 years of service, for Unit III (37.5 hour) employees, further bonus Vacation Leave days are credited in accordance with the schedule below:

Completed Years of Continuous Service	**Additional Vacation Credits Earned**
15 to 19	1 day
20 to 24	2 days
25 to 29	3 days
30 to 34	4 days
35 or more	5 days

Corporation employees who are covered by the negotiated agreement with CSEA and who have a scheduled workweek of 37.5 hours earn bonus Vacation Leave days at the rate specified in the negotiated agreement.

How Does A Leave Of Absence Or Separation Affect Vacation Leave Earnings?

A leave of absence without pay or a layoff followed by reinstatement or re-employment in Corporation service within one year following such layoff will not constitute an interruption of continuous service for purposes of this rule. However, leave without pay for more than six months or the period between layoff and reinstatement or re-employment, during which the employee is not in State, Corporation service, will not be counted in determining eligibility for additional Vacation Leave earned under this rule.

How May Vacation Leave Be Used?

Vacation Leave, which must be charged in quarter hour increments, may be used as a substitute for Sick Leave and Family Sick Leave subject to any Sick Leave or Family Sick Leave guidelines. Exception: there is no 15-day restriction in the use of vacation accruals to care for a family member.

Employee's Responsibility
Corporation employees must submit a REQUEST TO USE LEAVE CREDITS form (ADM-F029) and obtain prior supervisory approval before using Vacation Leave credits. Employees who obtain a supervisor's approval to take leave on short notice or otherwise take the approved leave before submitting a REQUEST TO USE LEAVE CREDITS, must submit a REQUEST TO USE LEAVE CREDITS form immediately upon their return to work.

Supervisor's Responsibility
While requests to use vacation can usually be approved, staffing and workload considerations may result in a supervisor denying a vacation request.

Limitations
Vacation Leave balances that exceed 40 days on December 31 will be reduced to 40 days on January 1.

Limitation Exclusions
An employee who charged Vacation Leave due to an approved workers' compensation absence and who later has such time restored, may be temporarily exempted from the above limitation.

Employees should refer to the Workers' Compensation section of their negotiated agreement for specific information.

Payment for Vacation Leave

> **UPON SEPARATION**, payment of up to 30 days of unused Vacation Leave may be made to an employee who resigns from service, provided 2 weeks' written notice is given. An employee terminated for disciplinary reasons may not be entitled to vacation payment upon separation.
>
> **AT DEATH**, payment of up to 30 days of unused Vacation Leave may be paid to the beneficiary or estate of an employee who dies in active service.
>
> **AT RETIREMENT**, up to 30 days of unused Vacation Leave will be paid to an employee. In addition, based on date of membership and Retirement Tier, the dollar value of the payment may be used in the calculation of the retiree's pension, thereby providing a larger retirement allowance (see Sick Leave and Vacation Leave at Retirement Section).
>
> **WHEN SOLD**, PEF employees may be eligible to sell a limited amount of vacation each year in accordance with the negotiated agreement.

Using Vacation Wisely
The judicious use of Vacation Leave credits helps ensure that you have ample opportunity to relax, take a vacation or spend time doing what you might like or need to do. Enjoy your vacation time but use it wisely. Vacation Leave can also be used for personal and family illness. It may provide added peace of mind knowing that you have greater wage protection. Building a substantial leave balance reduces the risk of being removed from the payroll because of the lack of sufficient leave credits. Also remember, lump sum vacation payments may provide a financial boost at retirement.

For More Information
The negotiated agreements, the M/C Handbook, Civil Service Rules and Regulations, various bulletins and department vacation policies provide additional information.

BLOOD DONATION

Time off with pay is available for an employee to donate blood. Time off for blood donation is provided in accordance with Section 159-D of the NYS Civil Service Law, negotiated agreements, and M/C Handbook, allowing for up to 4-hours of excused time off annually.

How Is Blood Donation Time Off Provided?
Time off with pay is provided without charge to earned leave credits for donating blood at worksite blood drives or at collection sites for the Red Cross.

Employee Responsibility
The employee must obtain advance supervisory approval. The employee responding to emergency requests may also be required to provide documentation from the Red Cross.

An employee should make every attempt to schedule the blood donation outside of work hours or request the time off as far in advance as possible.

Supervisor's Responsibility
Supervisory approval for blood donation is subject to the operating needs of the work unit. The supervisor will require the employee requests time off in advance to donate blood. The supervisor will also require the employee to provide documentation confirming the donation appointment.

The supervisor may request documentation from the employee requesting time off to respond to a Red Cross emergency request.

Other Information
Contact CanalBenefits@canals.ny.gov if additional information is required.

CANCER SCREENING

Employees may be granted up to four hours of paid leave per year for cancer screening. Reasonable travel time is included in the four-hour maximum.

Cancer screening leave may be used for more than one screening per year. However, the total paid leave for all cancer screenings may not exceed four hours per calendar year.

Medical documentation may be required.

For More Information
Refer to the Administrative Services Bulletin regarding Leave for Cancer Screening for additional information.

CIVIL SERVICE AND PROFESSIONAL EXAMINATIONS

Time off without charge to leave credits is available for an employee to take New York State Civil Service examinations and to participate in some interviews. Time off may also be available to take one professional examination per year that occurs during the employee's workday.

Time off for Civil Service and professional examinations is provided in accordance with the negotiated agreements and M/C Handbook.

How Is Time Off for Civil Service and Professional Examinations Provided?
Time off without charge to leave credits is provided on an as needed basis with the approval of the employee's supervisor for:

- New York State Civil Service promotion or open-competitive examination (including written, oral, physical and performance examinations). Travel time may also be provided.

- An interview resulting from an eligible list or for an interdepartmental or intradepartmental transfer or promotion interview not initiated by the employee. Travel time may also be provided.

Time off without charge to leave credits is also provided for employees in some Negotiating Units for one professional examination in the employee's field each year. An examination administered in several parts is considered one examination. Absence required for travel time must be charged to appropriate leave credits. Advance supervisory approval is required.

Time off charged to leave credits may be provided on an as needed basis with supervisory approval for:

- Interviews for promotion or transfer initiated by the employee. Time off must be charged to Personal or Vacation Leave. Sick Leave may not be used.

- Either reviewing or appealing an examination or to act as consultant to an employee who is reviewing or appealing an examination. Time off must be charged to Personal or Vacation Leave. Sick Leave may not be used.

Corporation shift employees shall receive time off without charge to accruals for taking Corporation promotion examinations.

When a Unit III CSEA employee is scheduled to take a Civil Service examination for a higher graded position and the Corporation is unable to reschedule the employee's workday, the employee shall receive the necessary time off for up to one day each calendar year, without charge to accruals.

Employees are not entitled to overtime or reimbursement of travel expenses for participating in any examinations or interviews.

Employee's Responsibility
Corporation employees requesting time off without charge to leave credits for an examination must submit an EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE in advance to their supervisor along with documentation of the title, date and time of the examination.

An employee requesting time off without charge to leave credits for an interview must provide, upon return to work, an EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE with attached documentation from the interviewing State agency outlining the date and time of the interview, and the position for which the employee was interviewed.

Employees requesting to charge leave credits to participate in a self-initiated interview must submit, in advance, a REQUEST TO USE LEAVE CREDITS form to the supervisor.

When requested by a supervisor, an employee seeking time off to review or appeal an examination that has been taken must provide adequate verification that the review or appeal cannot be held at another time.

Supervisor's Responsibility
The Supervisor is required to evaluate requests for both time off without charge to leave credits and time off with charge to leave credits, and make a recommendation for approval or disapproval.

Leave for reviewing or appealing an examination taken by the employee may not be denied if the employee will not otherwise be able to review or appeal the examination. The supervisor may request verification that the review or appeal cannot be done at any other time.

The Corporation may verify attendance by employees at examinations or interviews.

EXTRAORDINARY CONDITIONS

Leave for Extraordinary Conditions is provided when the Corporation directs employees to either remain away from work or sends employees home because of extraordinary weather conditions or when an employee's workstation becomes uninhabitable due to conditions beyond their control.

Leave for Extraordinary Conditions is covered by the negotiated agreements and the M/C Handbook and is provided only at the direction of the Corporation.

How Is Leave For Extraordinary Conditions Used?
Employees have the option of charging either Vacation, or Personal leave when extraordinary weather conditions exist, and Corporation sites remains operational. Where possible, employees may be directed to work remotely.

The Corporation may provide additional guidance to employees in the event:

- Extraordinary weather conditions have developed before the commencement of the workday; and,

- An appropriate public announcement has been made; and,

- The Corporation has directed employees to remain away from work because of weather conditions.

- Note: If an employee is on prescheduled approved leave, such time away should be charged against appropriate leave credits.

An employee sent home when extraordinary weather conditions develop after the start of the workday shall not have to charge their leave credits for the remainder of the workday. Where possible, employees may be required to work from home.

Employees sent home because the workstation has become uninhabitable due to the development of extraordinary conditions beyond their control do not have to charge leave credits for the remainder of the workday. Where possible, employees may be required to work from home.

Other Information
Contact the Regional Engineer, Department Head or Canal Personnel at (518) 449-6003 for more information.

HOLIDAYS

Employees will receive leave with pay for the observed holidays identified in the negotiated agreements and MC Handbook. Eight of the holidays (New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day and Christmas Day) have scheduled days of observance.

Holidays falling on Saturdays will be observed on Fridays and holidays falling on Sundays will be observed on Monday.

Four of the holidays (Lincoln's Birthday, President's Day, Columbus Day and Election Day) are floating holidays, two of which are awarded on January 1st and two on July 1st, which the employee may use in not less than one-quarter hour units, within one year of allocation, subject to supervisory approval (see Floating Holiday section).

If an employee leaves Corporation service for any reason after the employee has used floating holiday credits that have not been earned, vacation accruals will be substituted in lieu of the unearned floating holiday(s), or if vacation accruals are unavailable, the value of the floating holiday(s) will be recovered from monies due the employee.

Shift personnel and rotating workday personnel will observe holidays as described in the applicable negotiated agreement.

An employee whose workday is more than 7.5/8.0 hours must charge appropriate leave credits for the time off in excess of the 7.5/8.0 hour workday for any holiday observed.

Employees who are in full pay status on either the day before or the day after a holiday, will receive payment for the holiday. Employees suspended without pay, or who are otherwise off the payroll, the day before and the day after a holiday, will not receive payment for the holiday.

Employees off the payroll on a voluntary leave without pay the day before and the day after a holiday will be paid for the holiday.

Veteran Time Earned
This accrual applies to eligible veterans who work on Memorial Day and/or Veterans Day. An eligible veteran is one who served on active duty and received an honorable discharge. Eligible veterans must provide their DD 214 to confirm eligibility. Memorial Day is the Monday prescribed by law as the public holiday. Veterans Day is November 11.

How Is Veteran Time Accrued?
Eligible veterans are entitled to receive their normal holiday pay plus Veteran Time Earned leave credits, equaling the number of hours they actually worked during the 24 hours of the holiday.

How May Veteran Time Earned Be Used?
Corporation employees must submit in advance a REQUEST TO USE LEAVE CREDITS form (ADM-F029) and obtain supervisory approval before using Veteran Time Earned, which may be used in quarter hour increments. Those employees who obtain a supervisor's approval to take leave on short notice or otherwise take the approved leave before submitting a REQUEST TO USE LEAVE CREDITS, must submit the REQUEST TO USE LEAVE CREDITS immediately upon their return to work.

JURY DUTY AND COURT APPEARANCES

Generally, it is Corporation policy to provide an eligible employee with a sufficient amount of time off, with pay and without charge to leave credits, to serve on jury duty or as a subpoenaed or otherwise ordered witness in court or before a quasi-judicial body, provided the employee is not a party to the action. Some M/C employees may be eligible for time off with pay when party to an action.

An employee subpoenaed for court appearance for reasons arising out of or in relation to non-Corporation related employment, except prior State service, will not be eligible for leave under these rules even if not a party to the action, unless that employment was as a State employee and the employee is not being paid a special fee to appear.

Employees who *volunteer* for jury duty must charge appropriate leave accruals.

Employee's Responsibilities
An employee must submit satisfactory proof of the necessity of jury service or attending court pursuant to subpoena or other order of the court, no later than the next workday following notification.

Although an employee is encouraged to fulfill civic obligations, it may be necessary to ask for deferments of jury duty responsibilities when the Corporation deems it necessary for the efficient conduct of business.

At the conclusion of a jury duty term, the employee must obtain documentation of attendance at court for jury purposes and attach it to the EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE form (ADM-F031). The documentation should include actual time spent (start and end of each day).

Verification of actual time spent may be made by the Corporation.

Extent of Leave

An employee who works a regular Monday through Friday week and a shift employee working the day shift should report to work at all times when attendance for court or jury purposes is not required, except as provided below.

An employee is not granted compensatory time off in lieu of ordered appearances and jury attendance on a pass day, a Saturday, Sunday or holiday, except as provided in the next paragraph.

To enable a shift employee who has been ordered to jury duty or a qualified court appearance to do so during scheduled work hours, the Corporation will, when possible, switch the employee from an evening or early morning shift or a day shift where Saturday and Sunday are scheduled workdays, to a regular Monday through Friday day shift. A rotating shift employee, whose schedule cannot be switched, normally is entitled to leave with pay, without charge to credits, for a full day or partial day appearance in court for jury duty or a qualified subpoenaed or ordered appearance.

A reasonable amount of travel time is allowed for an employee who departs from work for the court appearance or jury duty or returns to work after the court appearance or jury duty. If the reporting time is within two hours of the work starting time, it is not necessary to report to work before the appearance. If the court appearance or jury duty concludes with two hours or less remaining in the workday, it will not be necessary to return to work. Travel time is not provided following completion of jury duty or a court appearance if the employee does not return to work. Time not covered by these provisions must be charged to leave credits excluding Sick Leave.

Compensation

An employee entitled to leave under this Section shall receive full pay for such leave. This full pay is not diminished by compensation received as payment for jury duty in the Federal court system. Employees of the State who are paid by their employers for jury duty cannot accept payment from the New York State Unified Court System. The New York State Unified Court System includes courts at the state, county, and local level.

When an employee is subpoenaed on Corporation business, payment for necessary expenses will be made by the Corporation. Any expense money that an employee receives from the court or one of the parties must be remitted to the Corporation.

Overtime eligible employees who are subpoenaed on Corporation business or appearing as a witness in the interest of and at the direction of the Corporation will receive compensation at their normal overtime rate for any time required outside normal work hours or on a scheduled day off.

For More Information

Contact CanalBenefits@canals.ny.gov or (518) 449- 6003.

MILITARY LEAVE

Military Leave is provided to employees who are absent from their positions due to ordered military duty. Military Leave can be paid or unpaid.

Military Leave is provided in accordance with some negotiated agreements, M/C Handbook, and the New York State Military Law.

How Is Military Leave Provided?
Military Leave is provided and must be used in whole day units with prior approval.

Leave With Pay
30 calendar days or 22 workdays, whichever is greater, of leave with pay are available in any one calendar year or period of continuous ordered military service. Some employees may be eligible for additional leave with pay.

Leave Without Pay
Employees who exceed the leave with pay allotment are eligible for leave without pay for additional ordered military duty.

Substitutions
Employees who exceed the leave with pay allotment may elect to use appropriate accumulated leave credits instead of leave without pay.

Employee's Responsibility
Employees must submit a copy of their military orders and an EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE to their supervisor in advance.

Employees who have exceeded the military leave with pay allotment and wish to take leave without pay instead of charging leave credits must submit a copy of their military orders and an EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE and receive advance supervisory approval.

Employees who have exceeded the military leave with pay allotment and wish to charge appropriate leave credits must submit a REQUEST TO USE LEAVE CREDITS form and a copy of their military orders to their supervisor in advance.

Supervisor's Responsibility
The supervisor must forward the military orders and the EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE for employees requesting military leave with or without pay to Canal Personnel for approval.

Other Information
Employees who are on the payroll for less than five full workdays in a pay period will not earn any leave credits for that pay period. Contact Canal Personnel for additional information at (518)449-6003.

SOCIAL LEAVE

Once a year, employees may be permitted time off for Corporation Picnics or Holiday gatherings at the Corporation's discretion and subject to supervisory approval so that adequate staff is available to continue operations. The purpose of these functions is to allow employees to relax and interact with fellow employees in an enjoyable social setting.

How Is This Leave Provided?
Up to 4 hours' paid leave without charge to leave credits is provided to attend a Corporation picnic or holiday gathering, which occurs during the workday. Work schedules (either days or hours) are not to be changed for the day of the event.

No travel time, compensatory time or overtime is provided to employees because of their attendance at a picnic or holiday gathering.

Supervisor's Responsibility
Supervisors must ensure that there is adequate staff available in order to continue operations.

For More Information
Contact your supervisor or Canal Personnel at (518)449-6003 for more information.

SICK LEAVE AT HALF PAY

Sick Leave at Half Pay may be granted to an employee for personal illness or injury after all Vacation Leave, Sick Leave and accrued Compensatory Overtime has been used.

Sick Leave at Half Pay is provided in accordance with negotiated agreements and the M/C Handbook.

How Is Sick Leave at Half Pay Provided?
Sick Leave at Half Pay is provided, with supervisory and Canal Personnel approval, on an as needed, medically documented basis.

The cumulative total of all Sick Leaves at Half Pay granted to an employee during the employee's Corporation and/or State service may not exceed one pay period for each complete six months of Corporation and/or State service.

Who Is Eligible for Sick Leave at Half Pay?
Permanent employees are eligible for Sick Leave at Half Pay when:

- They have completed one year of Corporation service and,
- They have a satisfactory attendance and work performance rating in the 12-month period prior to the current absence; and,
- Their Vacation Leave, Sick Leave and accrued Compensatory Overtime credits are exhausted; and,
- They are unable to perform the essential duties of their position; and,
- The Sick Leave at Half Pay requested does not exceed the maximum stated above.

An Unsatisfactory Performance Rating will disqualify an employee from sick leave at half pay for one year from the end of the rating period.

The Corporation may require an employee to undergo a medical examination by its own medical professional to verify the employee is unable to perform the essential duties of the position.

How Is Sick Leave at Half Pay Used?
Sick Leave at Half Pay is used in whole day units for the duration of the period of personal illness or injury or until the employee's allotment has been exhausted, or the employee has returned to work or separated from Corporation service.

Employee's Responsibility
Employees must submit to their supervisor in advance an EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE for (ADM-F031) and MEDICAL CERTIFICATION FOR EMPLOYEE LEAVE form (ADM-F032).

All Sick Leaves at Half Pay requests require Canal Personnel review and determination.

Supervisor's Responsibility
Supervisors must submit the EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE, and MEDICAL CERTIFICATION FOR EMPLOYEE LEAVE, to Canal Personnel, with a recommendation for approval or disapproval.

Other Information
Employees do not earn leave credits while on Sick Leave at Half Pay.

If a holiday falls during the period when an employee is on Sick Leave at Half Pay, the employee is paid at half pay.

Some employees may be granted Sick Leave at Half Pay for a workers' compensation-related illness or injury in accordance with their negotiated agreement or the M/C Handbook. Contact Canal Personnel at (518) 449-6003 for additional information.

EMPLOYEE ORGANIZATION LEAVE

Leave with pay or release time is available to Union designees to carry out Union-related activities that occur during work hours.

Employee Organization Leave is provided in accordance with the various negotiated agreements.

Leave for Union Officials (Union Officers, Shop Stewards)
Leave for Union purposes is provided as Employee Organization Leave with pay, leave with pay or release time depending on the Union activity. Necessary travel time may also be included for some activities.

Employee Organization Leave with pay, leave with pay and release time require prior supervisory approval. Other notification may also be required. Direct questions concerning eligibility Employee Organization Leave to your Union representatives. Other questions should be directed to Employee Relations. Employees requesting such leave must complete an EMPLOYEE ORGANIZATION LEAVE REQUEST (ADM-F038).

Leave for Other Employees
Release time is provided, with supervisory approval, to meet with shop stewards or union officials or for other Union related activities.

Limitations
Reasonable amounts of Employee Organization Leave with pay, leave with pay and release time are available subject to the operational needs of the work unit and other limitations that may be contained in the negotiated agreements.

For More Information
Additional information is available in the negotiated agreements and from Canal Personnel and Employee Relations, (518) 449-6003.

VOLUNTEER FIREFIGHTERS, MEMBERS OF VOLUNTEER AMBULANCE SERVICES, AND CIVIL DEFENSE DUTIES

Leave for volunteer fire fighting and ambulance duties is provided to excuse tardiness during a shift or workday when an employee is late for work due to these activities. Civil Defense Leave is granted for civil defense duties.

This leave is provided for in the negotiated agreements and the M/C Handbook.

How Is Leave for Volunteer Firefighters, Members of Volunteer Ambulance Services, And Civil Defense Duties Provided?

For Volunteer Firefighting and Ambulance Service Duties:

- Tardiness caused by volunteer firefighting and volunteer ambulance service activities is excused for Unit III and MC employees (up to three instances per year). Full day absences, even if due partially to such volunteer activities, must be charged to appropriate leave credits. Unit V employees may be excused for tardiness that extends for the entire shift.

- The Corporation may require the employee to submit satisfactory evidence that the lateness was due to such duties that were underway before the employee's shift began and resulted in the employee's tardiness.
- An employee must charge time to appropriate leave credits when granted permission to leave work early to perform such duties.

For Civil Defense Duties:

- The Corporation grants leave with pay for performance of civil defense duties.

- Proof of participation in such duties may be required by the Corporation.

For More Information
The negotiated agreements provide dispositive details about this type of leave.

WORKERS' COMPENSATION LEAVE

Workers' Compensation Leave is leave with or without pay necessitated by an occupational injury or disability.

Workers' Compensation Leave is provided by the Workers' Compensation Law, negotiated agreements and the M/C Handbook.

How Is Workers' Compensation Leave Provided?

All employees are eligible for workers' compensation benefits.

Payments made due to an employee's absence on Workers' Compensation Leave may vary depending on eligibility, Negotiating Unit, date of accident, length of absence, degree of disability, and prior absences due to an occupational injury or disability. A claim that is contested or controverted may reduce or delay payments. In some situations, a contested or controverted claim may result in no payments.

Benefits may be in the form of full wage payment with charge to leave credits, Sick Leave at Half Pay or payments made directly by the insurance carrier as specified by the Workers' Compensation Law.

An employee absent due to an occupational injury or disability must notify the Corporation of such absence immediately, provide an EMPLOYEE INJURY REPORT (ADM-F020) and appropriate medical documentation to support the absence period.

For More Information

The negotiated agreements and M/C Handbook contain detailed information about Workers' Compensation Leave and benefits.

SICK LEAVE WITHOUT PAY

Sick Leave Without Pay is granted by Canal Personnel to an employee who is necessarily absent from duty due to personal illness or injury and who has exhausted all leave credits except Personal Leave and Floating Holidays.

How Is Sick Leave Without Pay Provided?

Sick Leave Without Pay is provided, with supervisory and Canal Personnel approval, on a medically documented basis.

Any single Sick Leave Without Pay absence or successive leaves of absence may not exceed two years, cumulatively. Under certain circumstances, an employee may be eligible for an extension beyond the two years.

Who Is Eligible for Sick Leave Without Pay?

A permanent employee is eligible for Sick Leave Without Pay. Leave without pay may be provided to a temporary employee under certain circumstances.

How Is Sick Leave Without Pay Used?
The employee must submit a MEDICAL CERTIFICATION FOR EMPLOYEE LEAVE form (ADM-F032) and obtain supervisory and Canal Personnel approval in advance of taking leave.

Sick Leave Without Pay may only be granted for:

- Leave for personal illness as mandated by FMLA; and/or,

- A medically documented illness or injury after all other leave credits except Personal Leave and Floating Holidays have been exhausted.

All Sick Leave Without Pay absences require Canal Personnel review and approval.

Employee's Responsibility
Except in emergency situations, the employee must submit requests for Sick Leave Without Pay and required medical documentation in advance.

Supervisor's Responsibility
Supervisors must collect any necessary documentation and submit the EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE form (ADM-F031) and supporting medical documentation to their supervisor and/or Canal Personnel**.**

Other Information
An employee on Sick Leave Without Pay for more than five workdays in a pay period will not earn leave credits for that pay period.

Sick Leave Without Pay may reduce retirement service credit.

An employee on Sick Leave Without Pay for an entire calendar month is required to pay the employee and employer share of health insurance premiums for that month or coverage will be cancelled.

Failure to maintain an acceptable attendance record, even when absences are covered by medical documentation, may be cause for disciplinary action.

For More Information
Contact Canal Personnel at (518) 499- 6003 or email CanalBenefits@canals.ny.gov.

LEAVES WITHOUT PAY

CHILD CARE LEAVE

Child Care Leave is leave without pay to care for a newborn, adopted or foster child.

Child Care Leave is provided in accordance with the Family and Medical Leave Act, and the M/C Handbook.

How Is Child Care Leave Provided?

- **Birth Or Adoption:** Up to one year of unpaid leave may be available to either parent following the birth or adoption of a child.

- **Foster Care:** Up to 12 weeks of unpaid leave may be available for foster carepurposes.

Leave for illness or medical appointments for a child is covered under the Sick Leave and Family and Medical Leave Act sections of this document.

Family And Medical Leave Act Considerations

If an employee qualifies for leave for childcare purposes under the Family and Medical Leave Act (FMLA), available appropriate leave credits (Vacation and accrued Compensatory Overtime) must be substituted for unpaid leave. Sick Leave or Family Sick Leave may only be used for a child's illness or medical visits (see Family and Medical Leave Section).

Employee's Responsibility

The employee must submit an APPLICATION FOR LEAVE OF ABSENCE FOR FAMILY LEAVE ONLY form (ADM-F033) and receive approval before using Child Care Leave.

For More Information

Information about leave under FMLA for child care purposes is contained in the COMPLIANCE GUIDE TO THE FAMILY AND MEDICAL LEAVE ACT (CCP-2018-001).

Canal Personnel can provide additional information. Email CanalBenefits@canals.ny.gov.

VOLUNTARY LEAVE WITHOUT PAY

Voluntary Leave Without Pay may be available for an employee who requests time away from work for reasons not addressed elsewhere in these Attendance Rules. Employees may not exceed the maximum allowable Voluntary Leave Without Pay of 22 workdays in a calendar year.

How Is Leave Without Pay Provided?

Voluntary Leave Without Pay is provided, with prior supervisory and Canal Personnel approval, when such leave can be accommodated. Section employees must also obtain Regional Engineer approval.

Factors to Consider When Reviewing Requests for Leave Without Pay:

- Length of absence requested;
- Workload;
- Operational needs;
- Employee's attendance record;
- Reason for leave; and,
- Replacement Costs.

How Is Leave Without Pay Used?

Voluntary Leave Without Pay must be used in whole day units.

Voluntary Leave Without Pay may not be used as a substitute for an unauthorized absence.

Employee's Responsibility

An employee must submit a VOLUNTARY LEAVE WITHOUT PAY REQUEST form (ADM-F039). Supervisory, Regional Engineer/designee (for Section employees) and Canal Personnel approval must be received prior to taking the leave.

Supervisor's Responsibility

A supervisor must make a recommendation of approval or denial of the employee's REQUEST. If approved, the supervisor forwards the REQUEST to the Regional Engineer/designee (for Section employees) and the Canal Personnel for final approval.

Other Information

Except as otherwise noted in these Attendance Rules, Voluntary Leave Without Pay is not provided for the purpose of accepting or engaging in other employment.

An employee on Voluntary Leave Without Pay for more than five workdays in a pay period will not earn any leave credits for that pay period.

Voluntary Leave Without Pay may reduce retirement service credit.

An employee on Voluntary Leave Without Pay for an entire calendar month may be required to pay the entire cost of any health insurance premiums to continue coverage.

For More Information

Refer to the Administrative Services Bulletin regarding VOLUNTARY LEAVE WITHOUT PAY/REDUCED WORKWEEK.

MILITARY SPOUSE LEAVE LAW

Legislation was enacted to provide unpaid leaves of absence for employees who are spouses of certain military personnel. A covered employee must have a spouse who is a member of the Armed Forces of the United States, National Guard or Reserves who has been deployed during a period of military conflict to a combat theater or combat zone of operations, and that person must be on leave from the Armed Forces of the United States, National Guard or Reserves while deployed during a period of military conflict to a combat theater or combat zone of operations.

Eligible employees are entitled to up to ten days unpaid leave and should give as much notice as possible. Employees may be asked for documentation to substantiate the leave request.

For More Information
Refer to New York State Labor Law, 202-i.

DISCIPLINARY LEAVE WITHOUT PAY (SUSPENSION)

Disciplinary Leave Without Pay is a penalty imposed as a result of a disciplinary action. The period of disciplinary leave without pay is determined by:

- A settlement (stipulation) which was agreed to by the parties; or,
- The Corporation's imposition of a disciplinary penalty.

Duration of Leave
The duration of Disciplinary Leave Without Pay will depend on the penalty imposed. Leave may be for one continuous period or broken into several leave periods.

Impact on Employee Benefits
Depending on the duration of leave, it may have an impact on health insurance premium costs, retirement service credits, eligibility to earn leave credits and other employer or union provided benefits.

For More Information
Contact Canal Employee Relations, EmployeeRelations@canals.ny.gov or (518) 449-6003.

OMNIBUS TRANSPORTATION EMPLOYEE TESTING ACT OF 1991 (OTETA) AND UNITED STATES COAST GUARD (USCG) TESTING – LEAVE WITHOUT PAY

Permanent employees in the OTETA and/or USCG random testing pool who test positive for drugs and/or alcohol in violation of OTETA or USCG regulations will be placed on non-disciplinary leave without pay until cleared by a Substance Abuse Professional and tested negative for return to duty. If, however, there is a second or third violation within a 48-month period, or the employee is a USCG licensee, the employee is subject to disciplinary suspension without pay and, depending on the number and type of previous violations, dismissal.

Depending on the duration of the leave and/or disciplinary suspension, there may be an impact on health insurance, retirement service credit, earning of leave accruals and other employer or union provided benefits.

Employees who fail to participate in the rehabilitation activities recommended by a Substance Abuse Professional will remain on leave without pay and will be subject to disciplinary action leading to dismissal.

Non-permanent and probationary employees who test positive will be dismissed from their positions immediately.

For More Information
Refer to the Unit III contract or contact Canal Employee Relations at (518) 449-6003 or EmployeeRelations@canals.ny.gov.

PROBATIONARY LEAVE

A leave of absence without pay may be available for a permanent employee who is promoted to another permanent position or transfers to another agency and is required to serve a probation period in the new position.

A probationary leave of absence is provided in accordance with Civil Service Law, negotiated agreements and the M/C Handbook.

How Is Probationary Leave Provided?
Probationary leave may be provided for the duration of the required probation period when:

- A Corporation employee receives an appointment to another position in the Corporation; or,
- A Corporation employee accepts a Competitive or Non-Competitive promotion or transfer to most other State agencies.

Probationary leave is provided with the approval by Canal Personnel.

Who Is Eligible for Probation Leave?
A permanent employee who accepts a promotion or transfer to another agency as outlined above may be eligible for probationary leave.

Employee's Responsibility
An employee who accepts an appointment to a State agency must submit proof of the permanent appointment to Canal Personnel.

Other Information
The vacated position may be filled on a contingent/permanent or temporary basis only.

Contact Canal Personnel for additional information, canalpersonnel@canals.ny.gov or (518) 449-6003.

SPECIAL PROGRAMS

LEAVE DONATION

The leave donation program allows an employee to donate Annual Leave to another unit employee for use as Sick Leave when absence is due to a medically documented personal illness or injury.

Leave donation is provided in accordance with negotiated agreements, Leave Donation Program and the M/C handbook.

How is Leave Donated?
Annual Leave may be donated in half-day or full-day units. Each donation cannot reduce the donor's Annual Leave balance to less than 10 full days.

The donor must complete a LEAVE DONATION REQUEST (ADM-F040) form.

There is no restriction on the number of times an employee may donate leave.

How Can Leave Be Used?
Donated leave can only be used when an employee's absence is due to a medically documented personal illness or injury.

Employees must exhaust all accruals, except Personal Leave and Floating Holidays, before receiving donated leave.

When Is Donated Leave Credited?
Donated leave will be credited biweekly.

PAYMENT FOR NON-USE OF SICK LEAVE

PEF and CSEA employees are eligible to receive added wage payments for using little or no Sick Leave. The negotiated agreements provide for these programs.

Program Types

- **Employees Below Maximum Sick Leave Accumulation**

  For employees who are below maximum Sick Leave accumulation, the Corporation will make semi-annual payments to employees who have minimal or no Sick Leave use for those six-month periods. Any leave without pay, excluding Workers' Compensation leave and approved voluntary leave without pay occurring during the six-month period, will disqualify an employee from this payment. This payment is eligible for consideration in calculating final average salary for pension purposes.

- **Employees at Maximum Sick Leave Accumulation**

  Employees who are at maximum Sick Leave accumulation will receive one-half of the Sick Leave not credited because the employee was at maximum accumulation up to a maximum of 35 days sick leave in the special sick leave bank.

  AND

  Four days of straight pay for each six-month period the employee maintains a continuous balance of 165 days and in which no sick leave is used. Any leave without pay, excluding Workers' Compensation leave and approved voluntary leave without pay occurring during the six-month period will disqualify an employee from this payment. This incentive payment is eligible for inclusion in the final average salary calculation for pension purposes.

For More Information
Refer to the negotiated agreements.

SICK LEAVE AND VACATION AT RETIREMENT

Unused Sick Leave credits at the time of retirement may provide added pension benefits. For some employees, unused Vacation credits at the time of retirement may also increase pension benefits.

These benefits are provided by the New York State Retirement and Social Security Law as well as administrative procedures adopted by the New York State and Local Employee's Retirement System.

Sick Leave
At the time of retirement, up to 200 days of accumulated Sick Leave may be used to provide additional retirement service credit. While accumulated Sick Leave cannot be used to meet any service milestone requirements, it provides additional service once the requirement has been met. This credit is pro-rated for employees with less than 200 days of sick leave.

At the time of retirement, the dollar value of accumulated Sick Leave will also be converted to an annuity to offset or eliminate any health insurance premiums required from retirees. The maximum number of sick leave days that can be accumulated for this purpose is 200 days.

In no case may Sick Leave credits be applied toward health insurance premium costs either while you are in vested status or after you become eligible to retire. You may apply all or part of the value of your sick leave credits toward your premium only if you retire directly from active employment, leave without pay status, Preferred List coverage, or are approved for disability retirement, not if you leave employment in vested status and retire later.

Vacation
Depending on date of membership in the retirement system, up to 30 days of lump sum vacation payments made at the time of retirement may be included in the final average salary calculation.

Tier 1 employees who have a retirement system membership date prior to April 1, 1972 will have their lump sum vacation payments included in final average salary.

Tier 2 employees are not eligible for this benefit.

Tier 3, 4, 5 and 6 employees are eligible to have lump sum vacation payments included in final average salary.

Note that each retirement tier has certain limitations on the amount of salary that can be included in final average salary. Each tier's limitation provides for percentage restrictions on each year's salary as it is compared to the salary for the preceding year or average salary of the two preceding years.

For More Information
Refer to the Summary Plan Description booklets that are available from Canal Personnel (canalpersonnel@canals.ny.gov) or contact the New York State and Local Employees' Retirement System at www.osc.state.ny.us./retire.

New York State Canal Corporation Remote Work Guidelines

1. OVERVIEW

1.1. The Guidelines for working remotely (the "Guidelines") set forth the general procedures and requirements for the New York State Canal Corporation (Canal Corporation).

1.2. The Corporation may exercise its discretion pursuant to section 4 below at any time in response to changes in relevant health and safety guidance from federal, state, and local authorities and in response to business needs.

2. DEFINITIONS

2.1. **Remote Work** - Remote work covers any instance in which an employee is working from a non-NYPA/Canal Corporation work site/location, either as part of their regular schedule, on an exception basis, or as part of an approved Reasonable Accommodation (RA). This is also interchangeable with the term "telecommuting". Full-time remote work will not be approved in the absence of an approved RA.

2.2. **Work Site** - A work site is a NYPA or Canal Corporation place of business where employees report to a work site location such as an office, facility, customer location, event, conference, or working while traveling to a site.

3. ELIGIBILITY

3.1. **Eligible Staff** - Management staff considered non-essential, or staff who are not required to perform their duties full-time at a work site. **Note:** this program is a voluntary program, and an employee can elect not to participate in it.

3.2. Exclusions

3.2.1. Essential Staff - Management and represented employees who are required to appear at a work site and cannot work remotely.

3.2.2. Business Needs - Managers may require staff to perform their duties additional days at a work site based on business needs that include, but are not limited to, business continuity, oversight of or support for staff at a work site, hours of operation, work-related travel considerations, team meetings, organization-wide meetings, team project meetings, customer visits, past and present performance, the employee's ability to work independently without direct supervision or customer service considerations.

3.2.3. Job Performance - Employees who have been counseled (verbally or in writing) and/or disciplined about their job performance may not be eligible to participate in this program.

4. REMOTE WORKING REQUIREMENTS

4.1. All employees are required to report to a work site at the time and location required to effectively perform their duties. Remote working may be considered for certain roles or under certain circumstances. Managers/Supervisors in conjunction with Canal Human Resources will determine work site schedules based on business needs and consider factors such as business continuity, oversight of or support for staff at a work site, hours of operation, work-related travel considerations, team meetings, organization-wide meetings, team project meetings, customer visits, past and present performance, the employee's ability to work independently without direct supervision or customer service considerations.

4.2 Managers/Supervisors in conjunction with Canal Human Resources approval may allow for remote working schedules which can be modified based on performance and business needs.

4.3 Work Schedules

4.3.1 Managers/Supervisors in conjunction with Canal Human Resources will determine the days and hours employees must perform their duties at a work site based on business needs. It is expected that Managers/Supervisors will work with employees to develop a remote work schedule that works for both the employee and operational need of the unit.

4.3.2 Managers/Supervisors may require employees to perform duties at a worksite above any established days that the employee will work remotely. Managers/Supervisors must consider the needs of the business and the effectiveness of the work to be performed in a remote capacity.

4.3.3 Employees working remotely will work their entire approved workday, which may include overtime when appropriate and authorized in advance. Employees must request time off in advance and submit all leave requests as currently required. All current laws, rules, regulations, contract provisions and policies governing employee work schedules and timekeeping continue to apply including, but not limited to, call-in procedures.

4.3.4 Non-exempt or hourly staff must work within required schedules and record hours worked accordingly. Any overtime worked must be pre-approved by the employee's Manager/Supervisor.

4.3.5 Employees working remotely will treat remote workdays like regular workdays and will be expected to maintain a regular work schedule and routine.

4.3.6 Managers/Supervisors will establish schedules based on various factors, such as role, individual or location.

4.3.7 **Ad-hoc remote work** - Eligible employees that are not required to perform their duties at a work site can request to work remotely for a portion of the day on a limited ad-hoc basis. This is to be used on a limited basis and cannot interrupt business operations.

4.3.7(a) Employees requesting ad-hoc remote working must receive approval by their Manager/Supervisor.

4.3.8 Managers/Supervisors can approve or deny any of the above requests based on individual performance and business need.

4.4 Schedule Changes

4.4.1 Managers/Supervisors may modify employee schedules at any time. If directed to report to a work site, employees must do so with reasonable notice. Employees directed to report to a work site will not be paid or reimbursed for the commute to/from the primary work site.

4.4.2 Employee requests to change their required weekly schedule will only be approved after considering business needs. Schedule changes are permitted on a limited basis and cannot interrupt business operations.

4.4.3 If an employee is working remotely and their regular day to appear at a work site falls on a holiday or conflicts with time off, then they may be required to work additional days at a work site within the pay period.

4.4.4 Employees with schedules requiring regular travel to work sites, outside of their primary work site, may be required to work additional days at their primary work site within the pay period.

4.5 Availability

4.5.1 Employees working remotely are required to perform all of their duties regardless of work location.

4.5.2 Employees working remotely must be available via all required methods of communication throughout the workday. Should an employee not be available through regular communication channels, NYPA/Canal Corporation may contact the employee via their personal contact information.

4.5.3 Regardless of remote work location, employees must be able to appear at a work site at any time based on the needs of the business.

4.6 Compliance

4.6.1 NYPA and Canal Corporation are not liable for conditions at the alternate work site which are found to violate local ordinances or regulations, or state or federal regulations or laws.

4.6.2 While working remotely, Workers' Compensation policies and procedures will apply. While limited and rare circumstances would apply, for employees engaged in a remote work arrangement, a representative of Environmental Health & Safety, IT or Human Resources may reach out to an employee to advise that they require access to the remote work site. Employees may request that a member of their chain of command or a representative from Human Resources also attend such a home visit. The request for access must be based upon [1] the needs of the business and [2] absent a critical threat or issue, the employer shall be provided at least 48 hours' notice to employees. A request for site access may include, but is not limited to, the need to investigate a software or hardware issue involving the employer's IT equipment that they are unable to remedy otherwise, or an employee injury report and subsequent investigation.

4.6.3 An employee is acting within the course and scope of employment when engaged in job-related activities; therefore, Workers' Compensation benefits will apply to injuries arising out of and during employment, regardless of whether the injury occurred on or off NYPA/Canal Corporation premises. If an injury occurs while an employee is performing assigned duties at the alternate work site under a remote work agreement, the employee is to follow established reporting procedures to report the injury and to file a Workers' Compensation claim. The remote worker must notify the Supervisor/Manager immediately. All claims for work-related injuries at the alternate work site shall be subject to review and acceptance by the Workers' Compensation Board and the State Insurance Fund. In-person meetings at the remote work site (i.e., an employee home location) are strictly prohibited.

4.6.4 In-person meetings at the remote Work Site (e.g., an employee's home location) are strictly prohibited.

4.7 Program Termination, Suspension, Reapply & Appeal

4.7.1 The ability to engage in remote work can be suspended or terminated for performance or as required by business needs. In cases where scheduled remote work has been canceled, managers will give reasonable advance notice to the affected employee(s) to the extent such advance notice is feasible and consistent with business needs.

4.7.2 Employees who are suspended from the Remote Work Program may reapply any time after six (6) months from the date that their suspension from the program started.

4.7.2(a) In order to reapply to the Remote Work Program, the employee must send a written notification to their Supervisor/Manager and the Director of Employee Relations requesting acceptance back into the program.

4.7.2(b) Within fourteen (14) calendar days of the submission of the written request, the Supervisor/Manager will provide the employee with a written response indicating if the request was approved or denied.

4.7.2(c) If the request was denied, the employee may, within seven (7) calendar days, appeal the decision to the Director of Human Resources. To appeal the decision the employee will need to send a written notification to the Director of Human Resources with a copy of the response from their supervisor indicating that the request was not approved. Within fourteen (14) calendar days of the submission of the appeal request the Director of Human Resources will provide the employee with a written response indicating if the appeal was approved or denied.

4.7.2(d) If an employee request and/or appeal is denied the employee can resubmit their request any time after six (6) months from the date their request was denied or earlier as determined by their Manager/Supervisor.

4.7.2(e) Disapprovals are not grievable under any collective bargaining agreements.

4.7.2(f) The Remote Work Program is not an entitlement and is not operationally feasible for all job functions. NYPA/Canals determines which job functions are eligible to participate in this program. Determination as to which job functions are eligible for the program are final and cannot be appealed.

5 PERFORMANCE AND PRODUCTIVITY OVERSIGHT

5.1 Employees that are working remotely must follow all the policies, procedures and guidelines of the organization while working remotely. This includes all applicable New York State laws, rules, and regulations as well as state and Canal Corporation policies.

5.2 Work Monitoring and Management Oversight

5.2.1 Managers/Supervisors will establish and document employee schedules in accordance with 4.3.1.

5.2.2 Managers/Supervisors must meet with employees at least bi-weekly to discuss progress toward work goals and assignments.

5.3 Performance Management

5.3.1 Remote working privileges may be modified, suspended or terminated due to inadequate performance or business need.

5.3.2 Employees who are not performing satisfactorily at any time during the remote program period will be counseled by their manager with the support of Employee Relations.

5.3.3 Performance deficiencies will be documented, and action plans will be developed to improve performance. Depending on the situation, remedies may include suspension of the remote work privilege, the imposition of discipline up-to and including termination in accordance with negotiated contractual agreement.

5.3.4 Employees will be notified in writing when remote working privileges are suspended or terminated. When possible, employees will be given a minimum of a 14-calendar day notice.

6 REASONABLE ACCOMMODATIONS

6.1 As per Reasonable Accommodation for Applicants and Employees with Disabilities and Pregnancy-Related Conditions Policy, employees may request a Reasonable Accommodation under the Americans with Disabilities Act and Human Rights Laws.

6.2 All employees seeking an accommodation must complete a Reasonable Accommodation Request and submit it to accessibility@nypa.gov.

7 EQUIPMENT

7.1 Employees who are eligible to work remotely must follow all policies and procedures regarding Information Technology and Cyber Security. Information can be found in the following: Working Remotely Technology and Security Policy, Acceptable Use Policy, Mobile Device Management Policy, Cyber Security Policy and Data Protection Policy.

7.2 The Information Technology (IT) business unit will provide mobile device(s) (e.g., laptop, mobile phone) with pre-installed mobile device management and virtual private network software. Equipment that is provided is company property. IT retains control over the property and reserves the right to monitor use even when used at remote locations.

7.3 The employee will establish an appropriate work environment within his or her home for work purposes.

7.4 Employees will be responsible for providing sufficient internet connectivity at the alternate work site at their own expense. NYPA/Canal Corporation will not reimburse employees for this expense.

7.5 If assigned equipment or any component thereof is lost, stolen, damaged or destroyed, the employee must immediately notify the Supervisor/Manager.

8 CONTINGENT WORKERS AND CONSULTANTS

8.1 Contingent workers must adhere to the same schedule and safety standards as employees.

8.2 Managers/Supervisors should use discretion when allowing consultants into the workplace and should only do so if the business need requires.

9 HEALTH AND SAFETY

9.1 All employees participating in the program must follow relevant health and safety protocols. Health and Safety guidelines may be amended at any time in response to changes in relevant health and safety guidance from federal, state, and local authorities and in response to business need.

New York Canal Corporation

Remote Working Business Unit Guidelines

BU/Location	Standard	Exceptions
Operations:		
Eastern Section Offices	5 days a week in the office - All staff	TOA & OA's 4 days a week in the office
Western Section Offices	5 days a week in the office - All staff	TOA & OA's 4 days a week in the office
Regional Offices (Albany, Syracuse, Buffalo)	Minimum 2-days a week in the office - all locations & staff	
Construction & Main.	Minimum 2-days a week in the office - all locations & staff	
Design Services	Minimum 2-days a week in the office - all locations & staff	
Administration:		
Executive Office	Minimum 2-days a week in the office - all locations & staff	
Administrative Services	Minimum 2-days a week in the office - all locations & staff	
HR&ER	Minimum 2-days a week in the office - all locations & staff	
Policy and Program Dev.	Minimum 2-days a week in the office - all locations & staff	
Public & Community Relations	Minimum 2-days a week in the office - all locations & staff	
Community & Economic Development	Minimum 2-days a week in the office - all locations & staff	
Technical Services	Minimum 2-days a week in the office - all locations & staff	

October 3, 2022

ADMINISTRATION OF ATTENDANCE RULES

Responsibilities

The Chairman of the New York Power Authority/Canal Corporation shall be responsible for establishing, modifying or suspending the Attendance Rules for New York State Canal Corporation employees.

The Director of Human Resources will be responsible for the overall administration of the Attendance Rules as follows by:

- Ensuring the equitable administration of the Attendance Rules.
- Ensuring that attendance and leave practices are compliant with applicable laws, rules, regulations, policies, negotiated agreements and Executive Orders.
- Interpreting the Attendance Rules.
- Recommending changes to the Attendance Rules.

LEAVE AND PAY CODES IN TIMEKEEPER SYSTEM

Timekeeper Code	Leave Codes to use if absence is designated as FMLA	Brief description of Leave or Pay code and how it generally might be used.
Leave at Full-Pay codes		
Civil Service		Time off without charge to leave credits to take a NYS Civil Service examination and to participate in certain interviews. Also used for approved time off for blood donation
Cv Def, Vol Ff, Amb		Time off without charge to leave credits for certain civil defense, volunteer fire fighting or ambulance duties
ER Activities		Time off without charge to leave credits for designated union representatives for union related purposes
Family Sick	Family Sick FMLA	Time off with charge to sick leave credits to provide medical care for a family member
Floating Holiday	Floating Holiday FMLA	Time off with charge to floating holiday leave credits. Can be used in quarter hour increments
Jury, Witness		Generally, this is time off without charge to leave credits to act as a subpoenaed witness or juror provided employee is not a party to the action
Military Leave*		Leave with full pay without charge to leave credits for ordered military duty
OT Comp Used	OT Comp Used FMLA	Time off with charge to OT Comp Earned leave credits that have been earned by an employee (see pay category below for OT Comp Earned) For Unit III, V, and overtime eligible M/C employees only
Personal Leave	Personal Leave FMLA	Time off with charge to leave credits

Leave at Full-Pay codes - Continued		
Social Leave		Time off (not to exceed 4 hours) without charge to leave credits to attend a Corporation Picnic or holiday party. No more than one absence per year may be charged to this code.
Sick Bank	Sick Bank FMLA	Time off with charge to sick bank leave credits. Can only be used when regular sick leave credits are exhausted
Sick Leave	Sick Leave FMLA	Time off with charge to leave credits necessitated by personal injury or illness
Vacation	Vacation FMLA	Time off with charge to leave credits
Vac - Fam Sick	Vac - Fam Sick FMLA	Time off that is charged against vacation credits to provide medical care for a family member.
Vac - Sick Pers	Vac - Sick Pers FMLA	Time off that is charged against vacation credits necessitated by personal injury or illness.
Veterans Time Off - Used		Time off that is charged against "Vets Time Off - earned" leave credits
WC Leave	WC Leave FMLA	Entered in place of restored accruals. Code is to be used by Payroll only.
WC Hearings, Med Exam		Leave at full pay without charge to leave credits to attend workers compensation ordered medical exams or w/c hearings
Cancer Screening		Time off without charge to leave credits for cancer screening. May not exceed four hours per calendar year.

Leave at Less than Full-Pay codes		
Mil Leave - Reduced Pay*		Supplemental pay which when added to military pay will equal the employees regular pay.
Sick Leave Half Pay*	Sick Leave Half Pay FMLA	Pay equaling one half an employees regular pay. May be granted to an employee who has exhausted sick leave at full pay, vacation leave, and accrued Compensatory Overtime.

Absences Without Pay codes		
Child Care Leave w/o Pay*	Child Care Leave w/o Pay FMLA	Leave without pay to care for a newly acquired child.
Disc Suspension w/o Pay*		Leave without pay as a result of disciplinary action penalty or cardinal offense infraction or suspension pending disciplinary hearing
Leave w/o Pay*	Leave w/o Pay FMLA*	Leave without pay resulting from an approved request for EMPLOYEE APPLICATION FOR LEAVE OF ABSENCE (ADM-F031)
Mil Leave w/o Pay*		Leave without pay for an employee absent on ordered military duty who has exhausted entitlement to paid military leave
	Mil Caregiver Leave w-o Pay FMLA*	Time off without pay when employee provides proper documentation to care for a covered family member with a serious illness or injury that was incurred in the line of duty while on active duty in the Regular Armed Forces, National Guard or Reserves but does not have sufficient leave credits to cover the absence.
	Mil Exigency Leave w-o Pay FMLA*	Time off without pay when employee provides proper documentation for a qualifying exigency because the employee's covered family member is on active duty or has been notified of an impending call or order to federal active duty but does not have sufficient leave credits to cover the absence.
Sick Leave w/o Pay*	Sick Leave w/o Pay FMLA*	Leave without pay necessitated by an employees personal injury or illness

WC Leave w/o Pay*	WC Leave w/o Pay FMLA*	Leave without pay necessitated by an employee who is absent due to an occupational injury or illness. This code is used for employees in Negotiating Unit I, III, and V who receive disability payments directly from the workers compensation carrier
Seasonal Time Off		Absence without pay when a seasonal employee does not work a full scheduled workday
Seasonal Time Off - Unauthorized		Unauthorized absence of a seasonal employee

Pay Codes		
Call In		Payment made to an employee who is called into the site, when it does not extend into and is not a continuation of a regular shift or workday. Employee will receive payment as specified by the union contracts.
Holiday		Pay code to indicate an employee worked on a designated holiday.
Meal Units		A set allowance for Overtime worked based on contract provision.
OT Witness		Pay code to provide overtime pay to an employee who provided work related testimony beyond normal work hours
OT Comp earned		Leave credits given to an employee in lieu of a cash payment for overtime worked at a rate of time and one-half. Unit III, V, and overtime eligible M/C employees only

Regular		Pay for hours worked for PT and seasonal employees. Also used for employees who work regular out of title
Section 63 Pay		Special payment to qualified veterans who work on Veterans Day or the Monday celebrated as Memorial Day.
Shift 1		Extra Payment when working shift 1
Shift 3		Extra Payment when working shift 3
Training		Allocation Code to indicate employees were at training
Veterans Time Off - earned		Leave credits given to an eligible veteran who works on Memorial Day or Veterans Day

Codes for use by Payroll Unit only		
Vacation Buy Back		For Payroll Unit Use only
Excess Sick Leave		For Payroll Unit use only

* Only use this code when Canal Personnel has approved a leave request for this type of leave.

Exhibit 32
March 18, 2025

NEW YORK STATE | Canal Corporation

Management Confidential Employee Handbook



NYS Canal Corporation
Canal Personnel
February 2025
CCP-2025-001

Management Confidential Employee Handbook (CCP-2025-001)

Revision Date (For BCG Use Only)	Revision #	Description/Modification	Revision Section (s)	Author
2/1/2025	1	Added Pre-Natal Care/Leave section	Child Care Leave	Philip Kelly Director of Human Resources

Note: Revision # should be listed in descending order starting with most recent version at the top

TABLE OF CONTENTS

ABOUT THIS HANDBOOK	1
MISSION STATEMENT	2
THE NEW YORK STATE CANAL CORPORATION	3
EQUAL OPPORTUNITY	4
COMPENSATION AND OVERTIME	5
Overtime for M/C Employees	5
Compensatory Time	5
Meal Allowances for Overtime Work	5
Emergency Call-Out	5
Travel Reimbursement	6
Reimbursement for Personal Property Damage	6
Annual Operations Stipend	6
Out-Of-Title Pay	6
HEALTH INSURANCE BENEFITS	7
Health Insurance	7
Productivity Enhancement Program (PEP)	7
Prescription Drug Coverage	7
Dental Insurance Plan	7
Vision Care Plan	8
M/C Group Term Life Insurance Program	8
RETIREMENT AND DEATH BENEFITS	9
Retirement Benefit For M/C Employees	9
Retiree Health Insurance Rates	9
Voluntary Defined Contribution Program	9
Disability Retirement Benefits	9
Death Benefits	9
Survivor's Benefit for Active and Retired M/C	9
Accidental Death Benefit	10
Social Security	10
UNEMPLOYMENT INSURANCE BENEFITS	10
EMPLOYEE ASSISTANCE PROGRAM	10
ADDITIONAL BENEFIT OFFERINGS	11
Deferred Compensation Plan	11
Direct Deposit	11
Parking Facilities	11
College Savings Plan	11
Flexible Spending Accounts	11
Tuition Assistance	12
Professional Organizations	12
Professional Licenses	12
ATTENDANCE AND LEAVE	13
Workday, Work Week	13
Canal Corporation Expectations	13

TABLE OF CONTENTS (continued)

Holidays	13
Memorial Day and Veterans Day Provisions For Veterans	14
VACATION LEAVE	14
Rules Governing The Use of Vacation Leave	15
SICK LEAVE	16
Rules Governing The Use and Crediting of Sick Leave	16
Family Sick Leave	16
Family and Medical Leave Act (FMLA)	16
Medical Evaluations	17
Sick Leave At Retirement	17
Sick Leave At Half Pay	17
CHILD CARE LEAVE	19
PAID FAMILY LEAVE	19
PAID FAMILY LEAVE – APPENDIX	20
PAID PARENTAL LEAVE	21
Eligibility	21
Use of Paid Parental Leave (PPL)	21
Pre-Natal Care/Leave	21
Status of Employees on PPL	21
Status of Employees on PFL	22
PAID PARENTAL LEAVE (PPL) – APPENDIX	22
LEAVE DONATION PROGRAM	23
PERSONAL LEAVE	23
LEAVE FOR CANCER SCREENING	23
WORKERS COMPENSATION LEAVE	23
LEAVE FOR PROMOTION AND PROFESSIONAL EXAMINATIONS AND JOB INTERVIEWS	24
LEAVE OF ABSENCE FOR PROBATIONARY EMPLOYEES	24
LEAVE FOR EXTRAORDINARY CONDITIONS	24
MILITARY LEAVE	25
Military Leave With Pay & Without Pay	25
Time Off For Medical Services Related to Military Service	25
LEAVE FOR JURY DUTY AND COURT APPEARANCES	25
LEAVE FOR BLOOD DONATION	26
VOLUNTEER FIREFIGHTERS	26
CIVIL DEFENSE DUTIES	26
REMOTE WORK	26
PERFORMANCE EVALUATION	27
PROBATIONARY SERVICE REPORTS	27
ANNUAL PERFORMANCE RATING PROGRAM	27
PERSONAL HISTORY FOLDERS	27
HEALTH AND SAFETY	28
Safety Shoes and Safety Glasses	28
Drug Testing	28

TABLE OF CONTENTS (continued)

DEFENSE AND INDEMNIFICATION OF M/C EMPLOYEES	29
STANDARDS OF CONDUCT	30
USE OF CORPORATION PROPERTY/RESOURCES	30
IT EQUIPMENT, CELL PHONES, EMAIL AND INTERNET USE	30
DRUGS AND ALCOHOL	31
SMOKING AND VAPING	31
WEAPONS	32
WORKPLACE VIOLENCE	32
INVENTIONS	32
PHOTO ID BADGES	32
ETHICS AND PUBLIC INTEGRITY	33
PUBLIC TRUST	33
ETHICS LAW	33
FINANCIAL DISCLOSURE	34
ETHICS LAW POST-EMPLOYMENT RESTRICTIONS	34
OUTSIDE ACTIVITY	34
POLITICAL ACTIVITIES	35
ACCEPTANCE OF GIFTS	35
HONORARIA	36
QUESTIONS, ANSWERS AND PROBLEM RESOLUTION	36
APPENDIX A – MANAGEMENT CONFIDENTIAL CIVIL SERVICE JOB TITLES	37
CONTACT LIST FOR QUESTIONS AND SUPPORT	38
APPENDIX B – SALARY SCHEDULE (2023-2024)	39 & 40

ABOUT THIS HANDBOOK

The *Handbook for Management/Confidential Employees (Handbook)* is designed to serve as a useful guide for outlining the various benefits and programs available to the Management/Confidential (M/C) employees of the New York State Canal Corporation (Corporation).

This updated Handbook outlines the current programs, benefits and policies specific to M/C employees. Should any modifications occur, or new programs, benefits or policies get established, M/C employees will be notified of the changes and the Handbook will be updated accordingly.

While the Handbook provides the reader with a broad spectrum of information concerning Corporation policies and procedures, it does not address all situations. Rather, this Handbook is intended to serve as a guide for resolving general questions and concerns that may arise during the course of your employment with the Corporation. As an employee, it is your responsibility to become familiar with, and to adhere to, all official policies, rules, and regulations.

Every effort has been made to ensure the accuracy of this Handbook. Nevertheless, it is not a legal document. The Corporation reserves the right to unilaterally change, modify, amend, add, or delete any provisions contained in this Handbook at any time. This Handbook does not create any contractual rights, expressed or implied, and is only intended for general information purposes.

M/C employees share in the responsibility for the stewardship of the resources of the Canal Corporation. This Handbook represents our commitment to you by outlining the services, quality of life benefits and the policies that foster a supportive work environment. As such, you are among our most important assets.

Questions about specific policies and procedures should be addressed to your supervisor, Canal Personnel, Employee Relations, or as otherwise directed by this Handbook.

NEW YORK STATE CANAL CORPORATION

MISSION STATEMENT

Operate and maintain a premier waterway and trail system that honors the historic legacy of the Erie Canal and offers unique recreational and tourism opportunities, while also promoting sustainable economic development throughout the canal corridor.

THE NEW YORK STATE CANAL CORPORATION

The New York State Canal Corporation, a subsidiary of New York Power Authority, operates the New York State Canal System which includes the Erie, Champlain, Oswego and the Cayuga-Seneca Canals. These 524 miles of canals, with 57 locks and nearly 300 additional miles of accessible lakes and rivers, traverse much of our great state.

Although commercial barges continue to use the Canal System, most of the canal traffic today is comprised of recreational boating. Hiking and biking trails and pleasant picnic areas contribute to making our canal an enjoyable place for overland visitors as well. As a catalyst for economic development, the Canal System is also used for the production of hydropower, farm irrigation, wildlife conservation and municipal water supplies.

The Canalway Trail is a network of multi-use trails across upstate New York. The Canalway Trail follows the towpath of both active and historic sections of the Canal System, as well as adjacent abandoned rail corridors.

EQUAL OPPORTUNITY

The Corporation is an Equal Employment Opportunity (EEO) employer. It administers affirmative action/equal opportunity programs and policies that are consistent with Federal and State laws which prohibit illegal workplace discrimination, harassment and retaliation (including sexual harassment), and which ensure all employees access to reasonable accommodations.

As an equal opportunity employer, the Corporation is committed to building and maintaining inclusive, innovative work environments with employees who reflect communities across New York and enthusiastically serve them. We proudly celebrate diversity and do not discriminate or tolerate discrimination based on race/color, creed/religion, national origin, citizenship or immigration status, age, disability, military status, gender/sex, sexual orientation, gender identity/expression, pregnancy and related conditions, familial/marital status, domestic violence victim status, predisposing genetic characteristics, arrest/criminal conviction record, or any other category protected by law.

The Corporation is also committed to ensuring appropriate access to services, programs, and activities for all employees, applicants, and members of the public, which includes providing reasonable accommodations to qualified individual regardless of their disabilities, pregnancy-related conditions religious practices/observances, and/or domestic violence concerns.

If an employee, applicant, or member of the public believes that they have been a victim of EEO-prohibited conduct, has observed such conduct, or needs information about the Corporation's complaint process or reasonable accommodation process, they should:

- Contact the Office of Civil Rights and Inclusion (OCRI) at (914) 772-5133 or accessibiity@nypa.gov;
- Anonymously report their concern via the Employee Concerns Line (877-TEL-NYPA);
- Submit a complaint to OCRI or Office Of Employee Relations' (OER's) Anti-Discrimination Investigations Division (forms are available via the intranet, from Human Resources (HR) or OCRI/OER directly);
- Inform a manager or HR of your concern, who must in turn inform OCRI;
- Review guidance contained in governance materials such as CGP-23-01, CGP POL-006 and associated FAQs.

COMPENSATION AND OVERTIME

OVERTIME FOR M/C EMPLOYEES

Overtime compensation for authorized overtime worked may be paid at a rate of one and one-half (1.5) times, for any hours worked in excess of the employee's normal workday, to eligible employees at Salary Grade 22 or below and eligible Fair Labor Standard Act (FLSA) exempt employees at Salary Grade 23, including Section Superintendents in Canal Operations, and for work determined to be for extraordinary circumstances or initiatives approved by the Director of Human Resources for employees in *Administrative titles identified in Appendix A. Approval from your supervisor is required prior to working overtime.

COMPENSATORY TIME

M/C employees eligible for overtime may choose to receive either cash payment or compensatory time for authorized overtime hours worked. Eligible M/C employees must indicate each time they report overtime hours worked, whether they wish to receive cash payment or compensatory time for overtime worked. If the employee does not indicate a preference, the employee will be paid in cash. Compensatory time will be computed at a rate of 1.5 times each hour of approved overtime worked. Accumulation of compensatory overtime is limited to 240 hours. Use of compensatory overtime is subject to advance supervisory approval. Accrued compensatory overtime will not expire and will be paid to the employee in cash at the employee's current hourly rate upon separation from service as an M/C employee.

MEAL ALLOWANCES FOR OVERTIME WORK

An overtime Meal Allowance of $12.00 may be available if an employee is eligible for overtime compensation and works authorized overtime. Questions regarding eligibility for Meal Allowances for Overtime Work should be directed to the employee's supervisor or the Payroll Unit.

EMERGENCY CALL-OUT

Time worked when an employee is called out in an emergency* before or after regular working hours will be paid at the employee's overtime rate of pay for a minimum of four hours, provided the employee is eligible to earn overtime. Time worked begins when an employee leaves their residence. If an employee is called out in an emergency more than once within a four hour period, the employee will be paid at the employee's overtime rate for a minimum of four hours for the last call-out and for the time actually worked on the preceding call-outs. The time worked must not extend into, or be a continuation of, the employee's regularly scheduled shift or workday. If time worked does extend into, or is a continuation of, the employee's regularly scheduled shift or workday, the employee will be paid at the employee's overtime rate for the time actually worked.

*A *callout* is defined as having to report to a Corporation work location other than your home or residence. In instances where employees are called after regular working hours and can manage the situation from home, overtime will be paid for the time actually worked.

TRAVEL REIMBURSEMENT

When duties require an employee to travel out of town overnight, the employee will be reimbursed according to the maximum allowances provided to Federal employees for lodging and meals supported by receipts.

Unreceipted lodging and meal expenses will also be reimbursed pursuant to the most current Finance and Accounts Bulletin on travel rates. Reimbursement for non-overnight travel will be in accordance with the guidelines and allowances set forth by the Office of the NYS Comptroller.

A mileage allowance rate equal to the prevailing Internal Revenue Service mileage allowance for business expenses is available if the employee has supervisory approval to use a personal vehicle for business.

REIMBURSEMENT FOR PERSONAL PROPERTY DAMAGE

Reimbursement for personal property that is damaged or destroyed in the course of performance of duties may be available through the Canal Corporation Personal Property Claim Procedure.

CANAL ANNUAL OPERATIONS STIPEND

Employees in the Canal Section Superintendent position will receive a $120 bi-weekly Operations Stipend for any pay period in which they are in active pay status. Employees under this provision are expected to respond timely to support or to provide assistance in the resolution of issues or incidents on the Canal System outside their normal work hours.

Overtime compensation for responding to work calls shall remain consistent with the provisions of the M/C Handbook, Canal Corporation Attendance Rules, and applicable law, and is not affected by this stipend.

OUT-OF-TITLE PAY

An employee in the promotional field for any position shall be entitled to receive out-of-title pay for any consecutive period of time after 10 workdays during which such employee is assigned and is performing the duties of such position. An employee who is not in the promotional field for such position will receive out-of-title pay after the employee has been assigned and performed such duties for no less than 10 calendar days and no more than 60 calendar days.

HEALTH INSURANCE BENEFITS

HEALTH INSURANCE

Contributions for M/C Employees employed by the Corporation are as follows:

Salary Grade 9 and Below:

- 12% of Individual and, if applicable, 27% of the additional cost of Family coverage

Salary Grade 10 and Above:

- 16% of Individual and, if applicable, 31% of the additional cost of Family coverage

Employees enrolled in the Empire Plan will pay the applicable percentages listed above based on the Empire Plan's premium. Employees enrolled in an HMO with a premium greater than the Empire Plan will pay the applicable percentages listed above based on the Empire Plan's premium plus the full amount of the additional cost above the Empire Plan premium. Employees enrolled in an HMO with a premium less than the Empire Plan will pay the applicable percentages listed above based on their HMO's premium.

Domestic partners will be eligible for medical coverage provided they meet the Civil Service qualifying criteria.

Employees who are eligible for health insurance coverage and decline enrollment may receive a cash payment on an annual basis for opting out of such coverage provided the employee demonstrates to the Corporation's satisfaction that they have alternative health insurance other than the New York State Health Insurance Program (NYSHIP). The annual opt out payment is $1,000 or individual coverage and $3,000 for dependent coverage.

PRODUCTIVITY ENHANCEMENT PROGRAM (PEP)

M/C employees in Salary Grades 24 and below will be eligible to use up to three (3) vacation days to help pay for annual health insurance contributions. Additional information regarding this program is provided during the enrollment period each year and available under Benefits on the Corporation intranet.

Any questions pertaining to health insurance benefits should be directed to the Benefits Unit at: Canalbenefits@canals.ny.gov or (518) 449-6003.

PRESCRIPTION DRUG COVERAGE

Individual and dependent prescription drug coverage is available to employees enrolled in the Health Insurance Program. The cost of prescription drug coverage is included in the health insurance premiums.

DENTAL INSURANCE PLAN

M/C employees are eligible to enroll in individual and family Dental Insurance Plan coverage at bi-weekly cost to employees. Contact the Benefits Unit at: Canalbenefits@canals.ny.gov or (518) 449-6003 for details.

VISION CARE PLAN

M/C employees are eligible to enroll in individual and family Vision Care Plan coverage at no cost to employees. For more information contact the Benefits Unit at: Canalbenefits@canals.ny.gov or (518) 449-6003.

M/C GROUP TERM LIFE INSURANCE PROGRAM

Life insurance is available for employees, their spouse and dependent children through the M/C Group Life Group Insurance Plan. The plan is administered by the New York State Department of Civil Service. The cost of coverage varies by age, smoking status, the number of dependents and the amount of coverage selected.

Application forms, rate sheets and further information are available from the Benefits Unit at: Canalbenefits@canals.ny.gov or (518) 449-6003.

RETIREMENT AND DEATH BENEFITS

RETIREMENT BENEFIT FOR M/C EMPLOYEES

Membership in the New York State and Local Retirement System (Retirement System) will provide for a lifetime pension upon retirement subject to service requirements. Membership is mandatory for permanent full-time employees and optional for temporary and less than full-time employees as defined by the Retirement System.

Benefits and contribution requirements are based on membership date and years of service. Further information may be obtained through the Benefits Unit at: Canalbenefits@canals.ny.gov, or by contacting the Retirement System directly at 518-474-7736 or 1-866-805-0990, or by email at www.osc.state.ny.us/retire.

RETIREE HEALTH INSURANCE RATES

M/C Employees Retiree Health Insurance Rates:

- M/C employees who retire from the Canal Corporation, shall pay medical contributions in retirement of 6% for individual and 25% for family coverage.

VOLUNTARY DEFINED CONTRIBUTION PROGRAM

The New York State Voluntary Defined Contribution (VDC) Program is a defined contribution retirement plan which includes an employee and employer contribution and is an alternative to the defined benefit plans including the Employee Retirement System). Eligibility for the NYS VDC Program is limited to unrepresented employees of the New York State public agencies hired on or after July 1, 2013, with an estimated annual salary rate of $75,000 or greater. Eligible employees have 30 days after their hire date into a position with mandatory Retirement System participation to enroll in the VDC Program.

DISABILITY RETIREMENT BENEFITS

Members of the Retirement System who become permanently incapacitated as a result of a medical condition and are unable to perform their job may be eligible for a disability retirement allowance.

DEATH BENEFITS

Subject to eligibility requirements, a death benefit will be paid to an employee's beneficiary if the employee dies while in service and is a member of the Retirement System.

SURVIVOR'S BENEFIT FOR ACTIVE AND RETIRED M/C EMPLOYEES

A benefit of $3,000 is provided to the beneficiaries of deceased retirees who have met program service requirements.

A survivor's benefit may be available to the beneficiary of a deceased active employee under the terms of the *SURVIVOR'S BENEFIT PROGRAM POLICY*.

ACCIDENTAL DEATH BENEFIT

In addition to a Retirement System death benefit, a $50,000 accidental death benefit will be paid to the survivors or the estate of an M/C employee who dies as a result of an accepted accidental on-the-job injury. This benefit may also be paid in those instances when an M/C employee dies as a result of an injury suffered while en route to work in response to an emergency call. Children of the deceased employee receiving this death benefit are eligible for full tuition at the Corporation's expense to attend any of the New York State University's Colleges, providing they meet the institution's entrance requirements.

SOCIAL SECURITY

Employees are covered under the provisions of Federal Social Security system.

UNEMPLOYMENT INSURANCE BENEFITS

Corporation employees are covered by the provisions of the New York State Unemployment Insurance Law. If an employee ceases working for the Corporation through no fault of their own, they may be eligible to receive weekly Unemployment Insurance Benefits. More information is available from local Department of Labor Unemployment Insurance offices.

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) is a free, confidential assessment and referral service available to employees and their families. Assistance is available to help identify resources available to resolve a variety of personal or work-related problems.

The Corporation has contracted with Corporate Counseling Associates (CCA), an independent consulting group, to provide professional assistance on a confidential basis to employees and their dependents. A counselor will assess your problem and, if needed, make a referral to other outside resources for treatment or help in resolving the problem, monitor treatment progress and, where necessary, design a follow-up program.

If you require EAP service, please call the 24-Hour HELPLINE at 1-800-833-8707.

Information about services and CCA can be found under Benefits on the Corporation intranet.

ADDITIONAL BENEFIT OFFERINGS

DEFERRED COMPENSATION PLAN

Employees may opt to participate in the New York State Deferred Compensation Plan. This voluntary savings plan enables employees to save and invest a portion of their gross pay either before or after Federal and State Income Taxes are deducted. Additional information and enrollment materials are available from Canal Benefits or via the Plan's website: www.nysdcp.com, or Helpline at 1-800-422-8463.

DIRECT DEPOSIT

Direct deposit allows for the automatic deposit of an employee's paycheck into checking and/or savings accounts of their choice at a bank or credit union. Employees have the option of depositing all or a portion of their paycheck into one or several accounts.

Additional information and enrollment form for direct deposit are available from Canal Personnel or via the Corporation intranet.

PARKING FACILITIES

The Corporation will not charge M/C employees for parking personally owned vehicles at any regularly established work location of the Corporation.

COLLEGE SAVINGS PLAN

The New York State's 529 College Savings Plan allows employees to save for future college expenses on a tax deferred basis. Contributions are New York State tax exempt. Additional information and enrollment materials for the College Savings Plan are available from Canal Benefits or at www.nysaves.org.

FLEXIBLE SPENDING ACCOUNTS

The Flexible Spending Plan is a benefit open to all permanent or contingent permanent employees of the Corporation who work at least 50%. Non-permanent part-time, seasonal and temporary employees are not eligible for this benefit. Accounts are tax savings programs. Employees may contribute pre-tax dollars to health care and/or dependent care accounts through payroll deduction, for reimbursement of these expenses. Additional information and enrollment materials are available from Canal Benefits or via the Corporation intranet.

TUITION ASSISTANCE

Permanent full time M/C employees may be eligible to receive 90% of the cost of tuition for a maximum of 15 credits per calendar year for approved formal educational courses offered by high schools (including high school equivalency diploma programs and BOCES), degree-granting colleges and universities accredited by the New York State Education Department or a regional accrediting organization, or in cardiopulmonary resuscitation/first aid training that is certified by the American Red Cross. For M/C employees, the courses must be related to their position or future career opportunities with the Corporation. Courses and coursework must be completed during off-duty hours without using Corporation equipment and resources.

Applications for tuition assistance must be submitted for approval to a supervisor and Canal Personnel, at least five weeks prior to the course start date. Applications submitted after the course start date will be rejected. Tuition assistance reimbursement will be made upon receipt of a grade certification that the employee successfully completed the course. Tuition assistance reimbursement will not be paid if the course is not successfully completed, or if the employee resigns or is terminated from Corporation employment due to disciplinary reasons before completing the course.

The Policy entitled *TUITION ASSISTANCE PROGRAM* describes eligibility criteria and program requirements. Further information is available from Canal Personnel.

Failure of an employee to comply with the requirements of the Tuition Assistance Program shall result in suspension from future participation in the program and/or disciplinary action that may result in termination of employment.

PROFESSIONAL ORGANIZATIONS

The Corporation will reimburse 100% of the cost of dues or membership fees of one professional organization in a job-related field or discipline, up to $100 per calendar year.

PROFESSIONAL LICENSES

The Corporation will reimburse the cost of professional licenses required by an employee to perform their job, as well as associated continuing education courses required to maintain their Professional License, upon approval of the Regional Canal Engineer/Program Manager and the Director of Human Resources, or designee.

ATTENDANCE AND LEAVE

In addition to the information provided here, expanded attendance and leave information is contained in the ATTENDANCE RULES.

WORKDAY, WORK WEEK

For Headquarters Employees:
The standard workday is 7.5 hours, and the standard work week is 37.5 hours.

For Section Employees:
The standard workday is 8.0 hours, and the standard work week is 40.0 hours.

Where such an arrangement is in the interest of the Corporation, it may be possible to work an alternate workday/work week including fewer days of longer hours each day upon agreement of the employee's supervisor and with approval of the employee's Regional Canal Engineer/Program Manager and the Director of Human Resources.

CANAL CORPORATION EXPECTATIONS

The Corporation expects employees to maintain a satisfactory record of attendance. Daily attendance at work is essential to accomplish the objectives of the Corporation. Proper and judicious use of leave by employees will help ensure that work is accomplished in an effective and timely manner. Employees have a responsibility to adhere to work schedules and report to duty in a condition fit for work. Excessive or inappropriate absences may be grounds for disciplinary action up to and including employment termination.

HOLIDAYS

Employees will receive leave with pay for 13 holidays each year:

Scheduled Holidays:
New Year's Day, Dr. Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day are scheduled days of observance.

Holidays falling on Saturday will be observed on Friday and holidays falling on Sunday will be observed on Monday.

Floating Holidays:
Lincoln's Birthday, Presidents Day, Columbus Day, and Election Day are floating holidays, two of which are credited on January 1st and two on July 1st, which the employee may use in not less than one-quarter hour units, at other times of the year subject to supervisory approval within one year of allocation. If an employee leaves Corporation service for any reason after the employee has used floating holiday credits that have not been earned, vacation accruals will be substituted in lieu of the unearned floating holiday(s), or if vacation accruals are unavailable, the value of the floating holiday(s) will be recovered from monies due the employee.

MEMORIAL DAY AND VETERANS DAY PROVISIONS FOR VETERANS

Veterans who meet eligibility requirements under §63 of the Public Officers Law who are assigned to work and who work on the holiday designated for the observance of Memorial Day or Veterans Day are eligible for a compensatory day off. Information regarding the designation of holidays and floating holidays will be provided in an annual bulletin.

VACATION LEAVE

Employees with no previous Corporation/State service will, upon completion of 13 biweekly pay periods of service in full pay status, be credited with 6.5 days of vacation. Thereafter, employees will earn and accumulate vacation credit at the rate of one-half day per biweekly pay period.

Employees will also earn on January 1 of each year, additional vacation in accordance with the following schedule:

Completed Years of Continuous Service	Additional Vacation Credits Earned
1	1 Day
2	2 Days
3	3 Days
4	4 Days
5	5 Days
6	6 Days
7	7 Days

During the second through the seventh year of continuous service, one-half of the additional vacation credits earned during the current year of service will be credited on July 1 and the remainder on the next succeeding January 1.

Following the January 1 on which an employee has earned seven days of additional vacation credit, the method of awarding vacation credits changes to a consistent biweekly credit which equals 20 days for 26 pay periods.

Beginning at 20 years of service, further bonus vacation accruals are credited as below:

Completed Years of Corporation/State Service	Additional Vacation Credits Earned *
20 to 24	1 Day
25 to 29	3 Days
30 to 34	4 Days
35 or more	5 Days

* *The first 20-year bonus vacation day is credited as one full day in the January or July following completion of 20 years of service. Thereafter, provided there is no break in service, an employee will receive one-half of the yearly entitlement each January and July.*

RULES GOVERNING THE USE AND CREDITING OF VACATION LEAVE

- Advance supervisory approval must be obtained in order to use vacation credits;
- Employees removed from the payroll for more than one-half a pay period will not earn vacation credits in that pay period;
- Breaks in service of six months or more will usually not be counted in determining eligibility for additional vacation credits;
- Employees who accumulate more than 40 days of vacation credits in a calendar year must use the amount over 40 days or lose it on the last day of the calendar year;
- Upon separation from service by resignation (with 2 weeks' notice), layoff, retirement, or death, employees or their estate or beneficiary will be paid for unused vacation up to 30 days;
- Depending on your Retirement Tier, a lump sum payment of up to 30 days at retirement may be included in your final average salary;
- Employees who work on a percentage basis of at least 50% will earn leave credits proportionate to the established percentage; and
- In the event of a dismissal for cause, employees will not be compensated for vacation credits.

SICK LEAVE

Sick leave is an absence necessitated by the illness or injury of the employee and approved by the Corporation.

Employees must notify their supervisor at the beginning of each workday when they are going to be absent due to illness or injury. Earlier notification may be required when work conditions warrant.

Before an absence may be charged to sick leave, employees may be required to submit documentation of the need to be absent from work. When approved by the Corporation, absences may be charged against sick leave credits for personal visits to a doctor, dentist, or other health care provider or up to 15 days per calendar year for family illness. Proof of need for such absence may be required.

RULES GOVERNING THE USE AND CREDITING OF SICK LEAVE

- Maximum sick leave accumulation is 200 days (1,500 hours);
- Transfer of sick leave to or from other public employers will be in accordance with any appropriate Reciprocal Agreement between the Corporation and the New York State Department of Civil Service or other public entity including the New York Power Authority (NYPA);
- Employees who are reinstated may be eligible for restoration of prior accumulated sick leave;
- Employees who are removed from the payroll for more than one-half of a pay period will not earn sick leave in that pay period; and
- Abuse of sick leave privileges may result in disciplinary action.

FAMILY SICK LEAVE

Absences due to family illness or death in the employee's family may be charged against accrued sick leave subject to supervisory approval up to a maximum of 15 days per calendar year. Family is defined as spouse, parents, children, brothers, sisters or grandparents of the employee or employee's spouse and all persons for whom the employee is legally responsible. Same or opposite sex partners who co-reside are eligible for family sick leave for illness or death of the partner. In order for an opposite sex partner to be eligible for family sick leave for illness or death of their partner's family member, the partner's family member must reside with the employee requesting the leave.

FAMILY AND MEDICAL LEAVE ACT (FMLA)

The Corporation's leave policies are in compliance with the requirements of the Family and Medical Leave Act (FMLA). Additional information concerning FMLA is available from Canal Benefits at: Canalbenefits@canals.ny.gov or (518) 449-6003.

MEDICAL EVALUATIONS

The Corporation may require employees to be examined by a physician designated and paid for by the Corporation. Medical evaluations may be required to determine:

- The appropriateness of an absence and/or charging of an absence against accumulated leave credits; or
- The ability to return to work following an absence; or
- The ability to perform the duties of the position when there is a question whether:
    (a) The employee can perform the essential duties of the job with or without accommodation; or
    (b) The employee's presence at the work site is disruptive to operations; or
    (c) The employee poses a safety hazard to others; or
    (d) The employee is disabled from a claimed Workers' Compensation injury or cannot return to work following such claimed injury; or
- The appropriateness of granting sick leave at one-half pay or leave without pay.

SICK LEAVE AT RETIREMENT

Upon retirement, the value of unused sick leave (up to 200 days/1,500 hours) will be applied toward the retiree's portion of the monthly health insurance premium. Unused sick leave, up to a maximum of 200 days/1,500 hours, at the time of retirement will also be used for additional retirement service credit.

SICK LEAVE AT HALF PAY

The Corporation may grant sick leave at half pay for personal illness or injury to a permanent employee with at least one year of Corporation/State service, upon the exhaustion of sick leave, vacation, and Overtime Compensatory Leave credits, subject to the following guidelines:

1. The employee must, by reason of personal illness, disability or injury, be unable to perform the essential duties of the position. The Corporation may require the employee to undergo a physical examination by its own physician to verify this fact;
2. The employee's past record in the areas of attendance and work performance must be satisfactory;
3. The cumulative total of all sick leave at half pay granted over an employee's career may not exceed one pay period for each completed six months of service; and
4. When leave is FMLA approved, personal leave credits must be exhausted in addition to vacation and sick leave credits.

The Corporation may, subject to items (1) and (3) above, grant sick leave at half pay in all Workers' Compensation cases, after the use of all Workers' Compensation Leave, sick leave, vacation and personal leave credits, except where the case is initially controverted and provided that the total period of absence does not exceed that set forth in Section 71 of the Civil Service Law (See "Workers' Compensation Leave"). In claimed Workers' Compensation cases, such leave will not be granted where an examination by the Workers' Compensation Claims Administrator physician does not show evidence of Workers' Compensation Disability.

Space Intentionally Left Blank

Child Care Leave

Pregnancy and childbirth are treated in the same manner as any other disability and in accordance with the above sick leave provisions. Permanent employees are eligible for childcare leave without pay for a period of up to one year from the date of birth or adoption of a child. For foster care purposes, up to 12 weeks of childcare leave without pay may be granted.

Paid Family Leave

The Corporation offers Paid Family Leave (PFL) for M/C employees. This benefit provides job-protected paid time away from work to care for a family member as mandated by New York State. You may take the maximum time-off benefit in any given 52-week period.

PFL may be used to:

- Bond with a newly born, adopted, or fostered child;
- Care for a family member with a serious health condition; or
- Assist loved ones when a family member is called to active military service abroad.

Eligibility for PFL:

- M/C employees with a regular work schedule of 20 or more hours per week are eligible for PFL after 26 weeks of employment.
- M/C employees with a regular work schedule of less than 20 hours per week are eligible for PFL after 175 days worked.

Premiums:
M/C employees pay for PFL coverage through a payroll deduction.

Benefits:
M/C employees can take up to twelve weeks of PFL and receive 67% of their average weekly wage, capped at 67% of the New York State average weekly wage (SAWW). Refer to the annual PFL bulletin for SAWW and maximum weekly PFL benefit information. Generally, the average weekly wage is the average of the last eight weeks of pay prior to starting PFL.

PFL may only begin after birth and is not available for prenatal conditions. You may be eligible to take up to 12 weeks of PFL at 67 percent of your pay, up to a cap. EXAMPLE: An employee who earns $1,000 a week would receive a benefit of $670 a week.

PFL can be taken either all at once or intermittently but must be taken in full-day increments. Important notes regarding intermittent leave:

- The maximum number of leave days you can take is based on the average number of days you work per week. For example, if you work an average of three days per week, you can take a maximum of 36 days of PFL (3 days x 12 weeks).
- If you take intermittent leave and more than three months pass between days of PFL, your next day or period of PFL is considered a new claim under the law. This means you will need to submit a new Request for PFL.

APPENDIX – PFL

Relationship with other types of leave:

FMLA

- PFL can be taken by employees who are eligible for time off under the provisions of the FMLA. PFL will run concurrently with designated FMLA leave when the reason for leave qualifies under both PFL and FMLA. Eligible employees must then apply for both PFL and FMLA.
    - For example, if you are eligible to take 12 weeks of leave to care for a family member with a serious health condition, the first ten weeks would be classified as both PFL and FMLA, and the remaining two weeks would be classified as FMLA leave.
- If you have a qualifying event for FMLA and a different qualifying event for PFL (for example, caring for your own medical condition using time with FMLA and bonding with a new child using PFL), you may take these leaves at different times.

Short-term disability

- Generally, you may not receive short-term disability and PFL benefits at the same time. You may not take more than 26 combined weeks of short-term disability and PFL in a 52-week period.

Workers' Compensation

- If you are unable to work and you qualify for Workers' Compensation benefits, you may not use PFL benefits at the same time as you are receiving Workers' Compensation benefits. If you are working and receiving reduced earnings, you may be eligible for PFL. Please check with Human Resources.

Accruing time for PFL eligibility:

Time spent on paid vacation, sick or personal days can be counted toward an employee's eligibility determination. Time out on short-term disability does not count towards an employee's eligibility determination.

Supplementing PFL with accrued time:

Employees may not supplement PFL with accrued time to receive full pay during their absence.

PAID PARENTAL LEAVE (PPL)

PPL is available to any gestational, non-gestational, adoptive, or foster parent who meets certain eligibility criteria for M/C employees. All other childcare leave benefits, including sick leave accruals, family sick leave benefits, Family Medical Leave Act and Paid Family Leave , remain unchanged and available for use when applicable.

ELIGIBILITY

All unrepresented employees who work full-time or who work at least 50% part-time are eligible for this benefit. Such employees are eligible beginning on their first day of service.

USE OF PPL

Employees may take leave with pay for up to 12 weeks for each qualifying event, defined as the birth of a child or placement of a child for adoption or foster care. PPL is available for use once every 12-month period. A qualifying event begins the 12-month period. PPL may begin on the date of birth, the day of adoption or foster care placement or anytime thereafter within seven months. An employee's ability to use PPL ends seven months from the date of the qualifying event.

PPL may be used in combination with all other paid and unpaid childcare leave benefits. Usage of accruals cannot run concurrently with PPL and may be taken at the appropriate time in addition to PPL.

PPL cannot be used intermittently and must be taken in a block of time. Employees do not have to take the full 12 weeks, but once they return from PPL, they can no longer use this leave.

PRE-NATAL CARE/LEAVE

Effective January 1, 2025, Corporation full-time, part-time, and provisional M/C employees who are pregnant may be eligible for up to 20 hours of paid time off during any 52-week period for prenatal medical care appointments. This time off may be used to receive medical care during an employee's pregnancy, such as doctor visits, medical procedures, monitoring and testing, and discussions with a health care provider related to the pregnancy.

STATUS OF EMPLOYEES ON PPL

For attendance and leave purposes, employees are deemed to be in leave with pay status while using PPL. They will earn biweekly leave accruals, observe holidays as usual, and they will receive personal leave and vacation bonus days even if their anniversary dates fall while they are using PPL. Time on PPL does not count as service for earning additional eligibility for sick leave at half-pay.

While using PPL, employees continue to be covered by their existing insurance benefits. Employees continue to have health insurance premiums, retirement contributions, and other payroll deductions withheld from their paycheck. Employees using PPL continue to receive retirement service credit for days in while on leave as it is considered full pay status for this purpose. PPL may not be used to extend employment beyond the point it would otherwise end by operation of law, rule, or regulation.

STATUS OF EMPLOYEES ON PFL

For attendance and leave purposes, employees are deemed to be in a leave without pay status while using PFL. They do not earn biweekly leave accruals or observe holidays, nor do they receive personal leave or vacation bonus days if their anniversary dates fall while they are using PFL. Time on PFL does not count as service for earning additional eligibility for sick leave at half-pay.

While using PFL, employees continue to be covered by their existing insurance benefits as long as they remain current on the employee share. Employees will be billed for their health insurance premium while on PFL. PFL may not be used to extend employment beyond the point it would otherwise end by operation of law, rule, or regulation.

APPENDIX – PPL

Below is just one example of how PPL may be used along with other leave types:

Gestational Parent (birth)	Non-gestational Parent (non-birth)
Employee went out one month prior to birth of child, recognized period of disability. Employee has exhausted all accruals and plans on being out for 6 of the 7 months afforded for Child Care Leave. Employee does have two weeks of sick leave at half pay and two weeks of leave donations.	Employee opts to charge out 7 weeks of accrued vacation and one week of sick leave charged to Family Sick Leave. The employee plans on being out for 5 of the 7 months afforded for Child Care Leave.
Employee is designated FMLA if eligible to run concurrent with accrual usage and other leave types.	Employee is designated FMLA if eligible to run concurrent with accrual usage and other leave types.
Employee uses two weeks of Leave Donations.	Employee charged 1 week of accrued sick leave to Family Sick Leave.
Employee is placed on Sick Leave at Half Pay for two weeks.	Employee charges 7 weeks of accrued vacation.
Employee continues to be covered under FMLA and is placed on FMLA Leave without Pay for 8 weeks. (Employee will only be responsible for employee share of health insurance while on FMLA).	Employee is then placed on Paid Parental Leave for 12 weeks.
Employee is then placed on Paid Parental Leave for 12 weeks.	

LEAVE DONATION PROGRAM

The Leave Donation Program provides a means of assisting employees who, because of long-term personal illness, have exhausted their accrued leave credits and would otherwise be subject to a loss of income during their absence from work. M/C employees may be eligible to donate vacation credits to a fellow M/C employee to be used as sick leave when that employee has exhausted leave and is absent due to a personal illness. M/C employees may also receive donated vacation credits from other M/C employees to use for personal sick leave. Questions regarding the Leave Donation Program should be directed to Canal Benefits at: Canalbenefits@canals.ny.gov or (518) 449-6003.

PERSONAL LEAVE

Personal leave is leave with pay for vacation or for personal business, including religious observance. Employees are credited with five days of personal leave each year as of the first full pay period in January. Special rules apply to individuals who transfer to Corporation positions. New employees, first subject to the Attendance Rules, will receive a prorated amount of personal leave for the remainder of the year upon appointment. Personal leave is not cumulative, and any personal leave credit remaining on the date preceding the first full pay period in January of each year will be forfeited. Unused personal leave may not be liquidated into cash at the time of separation, retirement, or death. Use of personal leave is subject to advance supervisory approval.

LEAVE FOR CANCER SCREENING

Employees are eligible for up to four hours leave per year without charge to leave accruals for cancer screening scheduled during regular work hours. A maximum of four hours per year may be used for one or more screenings per year and reasonable travel time. Any time over four hours must be charged to leave accruals. An employee who undergoes such screenings outside their regular work schedule must do so on their own time. For example, employees are not granted compensatory time off for cancer screenings that occur on a pass day or before or after work hours for that day.

WORKERS' COMPENSATION LEAVE

If an employee is necessarily absent from duty because of occupational injury or illness as defined in the Workers' Compensation Law, the employee will be permitted to use leave credits upon giving notice and providing medical documentation of the need for such absence to the Corporation. The employee will be allowed leave for the period of absence necessitated by such injury or illness, up to a cumulative total of one year, including any periods of such absence during which leave credits are drawn.

Upon exhaustion of sick leave, vacation and personal leave, the employee may be granted sick leave at half pay in accordance with the Sick Leave at Half Pay program's guidelines (See "Sick Leave at Half Pay").

If an employee uses leave credits for Workers' Compensation Leave, those credits will be restored for any period of absence for which an award of compensation has been made and credited to the Corporation as reimbursement for wages paid. Credits restored may not be used for future absences attributable to the same injury.

Employees may attend Workers' Compensation Hearings for the time required for the hearings and a reasonable amount of travel time without charge to leave credits.

LEAVE FOR PROMOTION AND PROFESSIONAL EXAMINATIONS AND JOB INTERVIEWS

Time off without charge to leave accruals may be available for participating in:

1. New York State Civil Service examinations held during scheduled working hours;
2. Interviews resulting from an employee's standing on a New York State Civil Service eligible list;
3. Transfers not initiated by the employee; and
4. One professional examination held during scheduled working hours per year. Additional information is contained in the Attendance Rules.

LEAVE OF ABSENCE FOR PROBATIONARY EMPLOYEES

Employees who hold a permanent position and are appointed or promoted to another position in the Corporation or promoted or transferred to a position in State service may be granted a leave of absence for the duration of the probationary term in the position to which they are appointed in accordance with Civil Service Laws, Rules, and/or Regulations.

LEAVE FOR EXTRAORDINARY CONDITIONS

The Corporation may, at its discretion, grant leave under the following circumstances:

1. In the event extraordinary weather conditions develop before the commencement of a workday where appropriate public announcement has been made, the Corporation may direct employees to remain away from work. Such time should not be charged against accumulated vacation, personal, or sick leave credits. An appropriate code will be provided for timekeeping purposes. If an employee is on prescheduled approved leave, such time away should be charged against appropriate leave credits.
2. In the event employees have reported to duty and are directed to leave work because extraordinary circumstances beyond their control make their duty station uninhabitable, their absence for the remainder of that day will not be charged against accumulated leave. An appropriate code will be provided for timekeeping purposes.

The provisions of subsection (1) above do not apply to employees whose duties are of an essential nature and whose presence is required at their duty stations.

MILITARY LEAVE

The Corporation provides Military Leave to employees absent on ordered military duty, in accordance with the New York State Military Law.

MILITARY LEAVE WITH PAY

Thirty (30) calendar days or 22 workdays, whichever greater, of leave with pay is available in any one calendar year or period of continuous ordered military duty. Some employees may be eligible for additional leave with pay.

MILITARY LEAVE WITHOUT PAY

Employees who exceed the leave with pay allotment are eligible for leave without pay for additional ordered military duty or may elect to use appropriate accumulated leave credits instead of leave without pay.

TIME OFF FOR MEDICAL SERVICES RELATED TO MILITARY SERVICE

Employees covered under NYS Military Law §242 by may be entitled to additional paid leave for health-related services, related to duty in a combat theater or combat zone of operations. Such employee is entitled for all periods of absence while utilizing any healthcare related services related qualifying duty, not exceeding five working days, in any one calendar year.

Additional information concerning Leave for Medical Services Related to Military Service may be obtained from Canal Benefits at canalbenefits@canals.ny.gov.

LEAVE FOR JURY DUTY AND COURT APPEARANCES

The Corporation provides eligible employees with time off, with pay and without charge to leave credits, to serve on jury duty or as a subpoenaed or otherwise ordered witness in court or before a quasi-judicial body, provided the employee is not a party to the action. Some employees may be eligible for time off with pay when a party to an action.

Employees must submit satisfactory proof of the necessity of jury service, or attending court, pursuant to subpoena or other order.

If an employee is required to appear in any court for the purpose of testifying because of any accident they may have been involved in or witnessed while in the Corporation's service during working hours, they will be considered as working and will be paid accordingly.

Additional information concerning Leave for Jury Duty and Court Appearances may be obtained from Canal Benefits at canalbenefits@canals.ny.gov.

LEAVE FOR BLOOD DONATION

Supervisors may approve, without charge to leave credits, time needed for an employee to donate blood during a workday either at a bloodmobile, visiting a work location, or in response to an emergency request made by the Red Cross. Approval is subject to work priorities.

VOLUNTEER FIREFIGHTERS

Volunteer firefighters who are late reporting for work because they were fighting a fire or engaged in other emergency fire department or volunteer ambulance services will have their lateness excused by the Corporation. Lateness due to emergency fire department duties other than firefighting duties, such as time for standing by, cannot be excused. Excused lateness cannot exceed three days per year. In such cases, the Corporation may require the employee to submit satisfactory evidence that the lateness was due to such firefighting or emergency ambulance duties.

CIVIL DEFENSE DUTIES

The Corporation grants leave with pay for Civil Defense duties in accordance with Section 21.13 of the Department of Civil Service Attendance Rules.

REMOTE WORK

The Corporation permits M/C staff considered non-essential, or staff who are not required to perform their duties full-time at a work site, to perform remote work pursuant to the guidelines outlined in the Attendance Rules. Remote work covers any instance in which an employee is working from a non-NYPA/Corporation work site/location, either as a part of their regular schedule, on an exception basis, or as part of an approved Reasonable Accommodation. Remote work is a voluntary program, and an employee can elect not to participate.

PERFORMANCE EVALUATION

PROBATIONARY SERVICE REPORTS

The purpose of a probationary period is to fully evaluate the performance of an employee who has been hired, or promoted, into a permanent position. Prior to appointment, employees have generally demonstrated that they possess the necessary knowledge, skills, and/or abilities required for successful job performance by meeting the minimum qualifications for the position and, for competitive positions, through the examination process.

The probationary period is the time during which the probationer demonstrates the use of knowledge, skills, and abilities and the supervisor evaluates on-the-job performance. This period also provides an opportunity to determine if the employee has good attendance habits. The supervisor is required to prepare periodic probationary evaluations regarding the employee's on-the-job performance. The probationary evaluations provide the supervisor with the basis for making a recommendation as to the completion of the probationary term.

Generally, it is sound management practice to use the full probationary period. As a result, probationary terms are usually carried to the maximum period. The use of the full probationary term should not be considered to be a negative reflection of one's performance. However, if the performance of the probationer is not satisfactory, the services of the employee may be terminated any time after eight weeks and up to the maximum period of probation.

ANNUAL PERFORMANCE RATING PROGRAM

Corporation supervisors annually rate and report the work performance of each employee under their jurisdiction as either satisfactory or unsatisfactory. An unsatisfactory performance rating affects eligibility for salary advances and sick leave at half-pay. Questions about the Performance Rating Program should be directed to a supervisor, or Canal Personnel.

PERSONAL HISTORY FOLDERS

Employees may review their personal history folder by contacting Canal Personnel. They may also be provided copies of material which is filed in their personal history folder and may submit a response to anything in their folder which they consider adverse. Copies of responses will be given to the originator of the adverse material.

An M/C employee (see "*Appendix A*") may make a written request to have any item which is more than three years old removed from their personal history folder, which they consider to reflect adversely on their work performance or character, except items that have been used to support an unsatisfactory performance rating which was subsequently sustained and items which are part of a disciplinary proceeding.

HEALTH AND SAFETY

The safety and health of Corporation employees and customers is of first consideration in the operation of the Corporation. Therefore, it is the policy of the Corporation to provide for the health and safety of its employees and customers by maintaining safe, healthy work conditions and operating practices. Occupational health and safety rules, regulations, policies, procedures, and guidance are available under Safety & Health on the Corporation intranet, or from supervisors.

SAFETY SHOES AND SAFETY GLASSES

The Corporation will provide safety shoes and safety glasses to employees whose position requires them to wear such. Employees will be provided with one pair of safety glasses including prescription glasses (with tinted lenses when prescribed) and will be reimbursed up to $200.00 to purchase or replace safety footwear.

The Corporation will also replace safety glasses and will reimburse employees for the replacement of safety shoes when replacement is made necessary by wear or damage on the job or, in the case of safety glasses, by changes in prescription.

Employees provided safety equipment or reimbursed for safety equipment are required to use it.

DRUG TESTING

It is the Corporation's policy to ensure that its employees are provided a safe and healthy workplace in which to conduct business, and that all employees are fit for duty throughout the workday.

Pursuant to the Omnibus Transportation Employee Testing Act (OTETA) and the United States Coast Guard (USCG) Drug Testing requirements, employees, depending upon job title and assigned duties, may be subject to drug and alcohol testing.

Questions concerning the Drug and Alcohol Testing Program may be referred to the Office of Employee Relations at (518) 449-6003 or EmployeeRelations@canals.ny.gov.

DEFENSE AND INDEMNIFICATION OF M/C EMPLOYEES

The Corporation shall, to the degree and extent provided by Section 18 of the New York State Public Officers Law, provide for the defense of an M/C employee in any civil action or proceeding arising out of an alleged act or omission by the employee while on duty and while acting within the scope of their employment.

The Corporation's duty to defend is conditioned upon (i) the employee's written request to the Office of the NYPA/Corporation General Counsel, within ten (10) days after service of legal process upon the employee, and (ii) the employee's full cooperation in the defense of such action or proceeding.

The Corporation shall indemnify and save harmless an M/C employee from the amount of any judgment (or settlement when approved by the Board) when the act or omission from which the judgment or claim arose occurred while the employee was acting within the scope of their employment. The duty to indemnify shall not apply where the damage resulted from intentional wrongdoing or recklessness by the employee.

Questions regarding this part should be directed to the Office of the NYPA/Corporation General Counsel.

STANDARDS OF CONDUCT

Corporation employees are required to follow established rules and procedures as well as conduct themselves appropriately in the workplace. Sanctions, up to and including dismissal from employment, may be imposed against employees who are incompetent and/or engage in misconduct.

Section 75 of the Civil Service Law outlines the rights of certain employees charged with acts of misconduct or incompetence. Section 75 provides that employees who are not serving a probationary period shall not be removed or otherwise subjected to any disciplinary penalty except for incompetence or misconduct shown after a hearing upon stated charges. Employees covered by Section 75 are those who:

- Hold a permanent appointment in the competitive class; or
- Are eligible veterans as defined in Section 85 of the Civil Service Law who do not hold positions designated as confidential or requiring the performance of functions influencing policy; or
- Are exempt volunteer firefighters as defined in the General Municipal Law; or
- Have completed five continuous years of service in the noncompetitive class since last entry into State service and do not hold positions designated as confidential or requiring the performance of functions influencing policy.

USE OF CORPORATION PROPERTY/RESOURCES

Corporation property and resources including, but not limited to, computers, cell phones, facilities, materials, equipment, tools, official stationery, and personnel are provided to employees for the conduct of Corporation business. The use (including borrowing) of Corporation property for purposes not in the interest of Corporation functions or business is strictly prohibited and may result in disciplinary action up to and including dismissal.

See USE OF CORPORATION PROPERTY/RESOURCES (ASB-2018-019) for more information.

IT EQUIPMENT, CELL PHONES, EMAIL, AND INTERNET USE

The Corporation provides computers, cell phones, email, and Internet services to employees and other third parties to conduct official business inside and outside of the organization.

There is no expectation of privacy when using Corporation issued IT equipment and services as they are at all times the property of the Corporation. The Corporation reserves its right to monitor all usage and review the contents of such activity including any electronically stored information resulting from the use of computers, cell phones, email, and Internet services without notification to or permission by employees or other individuals and to disclose, release and/or otherwise take appropriate action on such usage and electronically stored information.

The use of Corporation computers, cell phones, email, and Internet services is subject to, and must be in compliance with, all internal policies and applicable federal, state, and local laws, rules, and regulations.

Creating, copying, transmitting, viewing, downloading, or storing any communications and/or materials that may be considered defamatory, obscene, sexually explicit, harassing in nature, or in violation of any other Corporation policies is prohibited. Additional prohibited activities include, but are not limited to, engaging in personal business, illegal activities, campaigning, unauthorized solicitations, and accessing personally established email services.

The use of computers, cell phones, email, and Internet services shall be for business purposes to support Corporation business activities and to further its goals. Brief and infrequent use of computers, cell phones, email, and Internet services for non-business purposes is permitted. Such use shall be consistent with the Corporation Policy entitled POLICY GOVERNING USE OF INFORMATION TECHNOLOGY AND SYSTEMS (IT-2017-001). Violations may result in termination of access to email and Internet services and/or disciplinary action. Violators may also be referred for appropriate civil or criminal prosecution.

Employees may direct security questions or concerns to the Information Security Officer. Questions about appropriate use should be directed to supervisors.

DRUGS AND ALCOHOL

Employees are required to report to work fit for duty and to refrain from activities during the workday which would impair their ability to perform their duties. The possession or consumption of alcoholic beverages, or the illegal use, distribution, sale, attempt of sale, purchase, or possession of controlled substances by Corporation employees while at the workplace is prohibited. Additionally, the Corporation complies with the U.S. Coast Guard's Drug and Alcohol Testing Program and the Omnibus Transportation Employee Testing Act of 1991. See the CANAL CORPORATION DRUG AND ALCOHOL TESTING POLICY & UNFIT FOR DUTY TESTING PROCEDURE for more information.

SMOKING AND VAPING

The Corporation's No Smoking in the Workplace Policy is consistent with the New York State Public Health Law and all employees have a responsibility to comply. Smoking and/or Vaping is prohibited in all areas of Corporation facilities, equipment and vehicles except in areas specifically designated as smoking areas. Additional information is included in Administrative Services Bulletin entitled NO SMOKING IN THE WORKPLACE POLICY (CGP-2019-003).

Questions about designated smoking areas and/or the Smoking Policy should be directed to a supervisor, the Safety and Health page on the Corporation intranet homepage, or Canal Personnel. Information can also be found in Health & Safety Bulletin SB-009-2018.

WEAPONS

Employees are prohibited from possessing or storing firearms, explosives and/or other weapons, including replicas or facsimiles of such items while on Corporation property, in a Canal vehicle or vessel, or in a Corporation building. This prohibition applies to an employee's personal vehicle when such vehicle is on Corporation property.

See the WEAPONS POLICY for additional information. Questions concerning the Weapons Policy should be directed to a supervisor, or Canal Personnel.

WORKPLACE VIOLENCE

All employees have a right to a safe and secure work environment. Threats, threatening behavior, intimidation, or acts of violence, including those that involve domestic situations, by or against employees, customers, guests, or other individuals at the workplace will not be tolerated. Supervisors must report any workplace violence incident. Violators will be subject to disciplinary action up to and including termination of employment.

See WORKPLACE VIOLENCE PREVENTION POLICY (CGP-2018-028) for additional information. Questions concerning the Workplace Violence Prevention Policy should be directed to a supervisor or Canal Personnel.

INVENTIONS

The Corporation recognizes that inventions of value to the public may be made by employees. The purpose of the Corporation INVENTIONS POLICY (GP 25-1-10C) is to encourage creativity and to take appropriate steps to ensure that the public receives the benefits of inventions conceived or reduced to practice by Corporation employees.

The Corporation Inventions Policy provides that employee inventions relating to Corporation work or made with Corporation resources are the property of the Corporation. Inventions as defined in the policy include, among other things, items that may be protected by patent or copyright. Inventions must be promptly disclosed to the Corporation and not be published or disclosed to anyone outside the employ of the Corporation without written permission from the Corporation.

Questions regarding the applicability of the Inventions Policy should be directed to the Office of the NYPA/Corporation General Counsel.

PHOTO ID BADGES

All Corporation employees are required to wear their IDs at all times when in any Regional Headquarters or Administrative Headquarters Building.

ETHICS AND PUBLIC INTEGRITY

PUBLIC TRUST

As public servants, officers and employees of the Corporation are obliged to maintain the confidence and trust of the public whom they serve. Built upon the core principles of integrity and dedication to service, the responsibility for maintaining a high standard of conduct and upholding the fine reputation of the Corporation falls upon every employee.

Employees of the Corporation are subject to the provisions of all applicable State Laws, Executive Orders and Corporation policies including but limited to the following:

- *Public Officers Law, sec 73*: Restrictions on the activities of current and former state officers and employees;
- *Public Officers Law, sec 73-a*: Financial Disclosure;
- *Public Officers Law, sec 74*: Code of Ethics;
- *Executive Law, Section 53:* Office of the Inspector General; Functions and Duties;
- *Executive Law, sec 94*: Commission on Ethics and Lobbying in Government;
- *Civil Service Law, sec 107*: Prohibition against certain political activities and improper influence;
- *19 NYCRR Part 930*: Honoraria and reimbursement for travel expenses; and
- *19 NYCRR Part 932*: Outside Activities.

Employees should become familiar with these laws, a summary of which is provided below. In addition, copies of the Public Officers Law Booklet and the publication “NEW YORK STATE’S PUBLIC INTEGRITY LAW: A Guide for New York State Employees” are available from Canal Personnel.

Employees are urged to consider their individual activities, remembering that each situation should be reviewed on its own merit to ensure that neither they nor the Corporation will be placed in a situation where there is either a conflict or the appearance of a conflict of interest.

Questions concerning an employee's ethical obligations under any statute, rule, regulation or policy should be addressed to the Chief Ethics and Compliance Officer or the Commission on Ethics and Lobbying in Government.

ETHICS LAW

The New York State Code of Ethics establishes specific standards of conduct for all Corporation officers and employees which require the avoidance of conflicts of interest or the appearance of conflicts of interest.

Additional information is contained in General Policy CODE OF ETHICS (CGP-2018-016) and Administrative Services Bulletin entitled CODE OF ETHICS (ASB-2018-015).

FINANCIAL DISCLOSURE

Section 73-a of the Public Officers Law requires that certain Corporation employees file an annual financial disclosure statement with the Commission on Ethics and Lobbying in Government. (Commission).

Employees are required to file a financial disclosure statement if they:

- Are in a job title with an annual salary rate in excess of an amount specified by Section 73-a of the Public Officers Law; or
- Have been designated as being in a policymaking position by the Corporation. Employees designated as policymakers by the Corporation have been notified of their status by the Office of Ethics and Compliance .

Any questions regarding filing requirements or the completion of the Annual Statement of Financial Disclosure should be directed to the Office of Ethics and Compliance.

ETHICS LAW POST-EMPLOYMENT RESTRICTIONS

Corporation employees are subject to post-employment restrictions consisting of a two-year bar and lifetime bar. The purpose of these restrictions is to preclude the possibility that a former State employee may leverage their knowledge, experience or contacts gained after leaving State service to their advantage or that of a client, thereby securing unwarranted privileges, consideration, or action.

The Ethics Law provides restrictions and regulations when Corporation employees either seek out or are approached by entities or individuals regarding potential employment opportunities in the private sector when those same entities or individuals have matters pending before the employee.

More information can be found at the Commission on Ethics and Lobbying in Government website. Any concerns or questions about contact with former employees should be directed to the Office of Ethics and Compliance.

OUTSIDE ACTIVITY

Employees may not engage in any activity that conflicts with the policies and interest of the Corporation, or provisions of the New York State Public Officers Law and New York State Ethics Laws and Regulations. Outside activities include, but are not limited to, employment, volunteer activities, holding public office, entering into contracts to provide goods and services to the Corporation, and any other activity outside of Corporation employment which may relate to an employee's official duties. Additional information is contained in Administrative Service Bulletin entitled OUTSIDE ACTIVITIES AND POLITICAL ACTIVITIES (ASB-2021-012). Employees must obtain prior approval before engaging in an outside activity that might interfere with or conflict with the proper discharge of an employee's Corporation duties.

Employees must also obtain Corporation approval prior to:

- Engaging in extra service employment for pay with a State agency; or
- Accepting a position with or providing goods or service to an entity that does business with the Corporation.

Policymakers have additional restrictions and should contact the Office of Ethics and Compliance for further information about seeking approval for outside employment.

POLITICAL ACTIVITIES

Before accepting an appointment, nomination, or otherwise becoming a candidate for election or re-election to public office, Corporation employees must obtain an advisory opinion from the Corporation as to:

- Whether or not they are prohibited from running for or accepting appointment to a political office; and
- Whether the duties of such office, upon appointment or election thereto, would constitute a conflict of interest with their official Corporation duties. Corporation employees are not permitted to conduct political activities on paid work time and may not use their official position to obtain campaign contributions or volunteer campaign assistance.

In addition to seeking Corporation approval, employees designated as policymakers must also obtain approval from the Commission prior to holding any public office or public employment for which more than $4,000 is received as compensation in any calendar year.

The Federal Hatch Act prohibits Corporation employees who are principally employed in connection with programs financed in whole or in part by loans or grants made by the United States or a Federal agency from being candidates for public office in a partisan election.

To obtain an advisory opinion about holding political office, employees must submit a completed REQUEST FOR APPROVAL OF OUTSIDE ACTIVITY/EMPLOYMENT (ADM-F004) to the Office of Ethics and Compliance. The request form is available on the Corporation intranet.

Concerns or questions about political activities can be directed to the Office of Ethics and Compliance. Employees and supervisors may also contact the Commission on Ethics and Lobbying in Government. for confidential ethics advice.

ACCEPTANCE OF GIFTS

Employees are prohibited from soliciting or accepting gifts, regardless of value, as it could reasonably be inferred that all such gifts are intended to influence or reward the employee in the performance of the employee's official duties. Gifts shall mean anything of more than nominal value including, but not limited to money, service, loan, travel, lodging, meals, refreshments, entertainment, discount, forbearance, or promise, having a monetary value.

Of special concern is the practice of some individuals/entities that do business with the Corporation to offer to purchase meals, entertainment or other hospitality for Corporation employees. In addition, gifts from associations supported by individuals/entities that do business with the Corporation are of concern. Employees should decline all such offers/gifts due to the impression/appearance that the acceptance of any offer/gift may create.

Questions may be directed to the Office of Ethics and Compliance.

HONORARIA

An honorarium is a payment, fee, reimbursement, or other compensation for services rendered or traveling expenses incurred for such services that are not related to an employee's official duties. Such payment may be in the form of a gratuity, an award, or an honor for delivering a speech, writing, or authoring an article or publication, or attending a meeting or conference.

Employees may submit a written request for approval to receive an honorarium. Contact the Office of Ethics and Compliance for information and forms necessary to obtain approval.

QUESTIONS, ANSWERS AND PROBLEM RESOLUTION

All M/C Corporation employees should attempt to solve work related problems, conflicts, and concerns progressively through their respective chain of command. Employees are strongly encouraged to ask questions and bring issues of concern, as well as new ideas for workplace improvements, to their supervisors. If employees are not able to resolve a dispute or obtain an answer from their supervisor, they should address the issue through the next step in the appropriate chain of command structure.

Employees may also call Canal Personnel or Employee Relations for assistance at (518) 449-6003.

APPENDIX A – MANAGEMENT / CONFIDENTIAL (MC)
CIVIL SERVICE JOB TITLES

Administrative Assistant 1
Administrative Assistant 2
*Administrative Officer 1
Administrative Officer 2
Administrative Specialist 1
*Administrative Specialist 2
Agency Safety and Health Director 1
Agency Safety and Health Representative 2
Assistant Director Public Information
Associate Accountant
Associate Director Human Resources 1
Business Development Specialist 1
Business Development Specialist 2
Canal Section Superintendent
Code Compliance Specialist 2
Deputy Director
Director of Canal Recreationway Commission
Director of Human Resources 3
Director of Operations
Director of Waterways Maintenance
Disaster Preparedness Program Representative 3
Executive Director
Human Resources Specialist 1
*Human Resources Specialist 2
*Human Resources Specialist 2 (Labor Relations)
Human Resources Specialist 3 (Labor Relations)
Professional Engineer 2 Civil/Environmental
Professional Engineer 3 Civil/Transportation
Professional Engineer 4 Civil/Transportation
*Special Assistant
Transportation Maintenance Engineer 1 Waterways

CONTACT LIST FOR QUESTIONS AND SUPPORT

Payroll	Email: Payroll.Hotline@nypa.gov Phone: 914-287-3681
Canal Human Resources	Email: CanalPersonnel@canals.ny.gov Phone: 518-449-6003
Canal Benefits	EMail: Canalbenefits@canals.ny.gov Phone: 914-287-3681
Canal Salary and Accruals	Email: Canalaccruals-salary@canals.ny.gov Phone: 518-449-6003
Office of Civil Rights and Inclusion (OCRI)	Email: Accessibility@nypa.gov Phone: 914-681-6246
Health & Safety	Email: CanalsEHS@NYPA.gov Phone: 518-449-6076
Canal Employee Relations	Email: EmployeeRelations@canals.ny.gov Phone: 518-449-6003
Office of Media Relations	Phone: 914-390-8192
IT	Email: Desk.Help@nypa.gov Phone: 1-844-442-2625
Training	Email: Training@canals.ny.gov Phone: 844-567-2262
Ethics and Compliance	**NYPA Ethics** Email: Ethics@nypa.gov Phone: 1-877-TEL-NYPA (1-877-835-6972) **Commission on Ethics and Lobbying in Government** Email: investigations@ethics.ny.gov Phone: 1-800-873-8442

New York State Canal Corporation
Managerial/Confidential Salary Schedule
Effective the Pay Period that Includes 07/01/2024

3% COLA

Grade	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	First (1) Longevity	Second (2) Longevity	Third (3) Longevity
6	$ 35,351	$ 35,880	$ 38,426	$ 40,973	$ 43,950	$ 46,979	$ 47,660			
9	$ 41,695	$ 43,258	$ 45,594	$ 47,937	$ 50,733	$ 53,904	$ 54,554			
10	$ 43,942	$ 45,539	$ 47,979	$ 50,424	$ 53,295	$ 56,359	$ 57,022			
11	$ 46,608	$ 48,210	$ 50,662	$ 53,104	$ 56,040	$ 58,973	$ 59,638			
12	$ 49,067	$ 50,708	$ 53,233	$ 55,753	$ 58,731	$ 61,640	$ 62,319			
13	$ 51,920	$ 53,642	$ 56,290	$ 58,932	$ 61,874	$ 64,513	$ 65,220			
14	$ 55,005	$ 56,728	$ 59,467	$ 62,204	$ 65,290	$ 68,093	$ 68,804			
15	$ 58,066	$ 59,801	$ 62,718	$ 65,640	$ 68,352	$ 71,795	$ 72,519			
16	$ 61,339	$ 62,484	$ 67,934	$ 71,352	$ 73,824	$ 76,663	$ 79,073	$ 82,268	$ 85,205	$ 88,140
17	$ 64,821	$ 65,959	$ 71,682	$ 75,277	$ 77,865	$ 80,856	$ 83,356	$ 86,706	$ 89,806	$ 92,892
18	$ 65,164	$ 69,643	$ 75,651	$ 79,447	$ 82,180	$ 85,331	$ 87,935	$ 91,470	$ 94,726	$ 97,989
19	$ 68,660	$ 73,361	$ 79,674	$ 83,657	$ 86,514	$ 89,820	$ 92,537	$ 96,239	$ 99,661	$ 103,074
20	$ 72,159	$ 77,075	$ 83,678	$ 87,858	$ 90,855	$ 94,329	$ 97,195	$ 101,078	$ 104,670	$ 108,266
21	$ 76,050	$ 81,115	$ 88,020	$ 92,396	$ 95,547	$ 99,183	$ 102,201	$ 106,265	$ 110,038	$ 113,812
22	$ 80,138	$ 85,400	$ 92,653	$ 97,246	$ 100,528	$ 104,342	$ 107,508	$ 111,769	$ 115,713	$ 119,663
23	$ 84,246	$ 89,837	$ 97,417	$ 102,234	$ 105,683	$ 109,681	$ 113,003	$ 117,470	$ 121,597	$ 125,747
24	$ 90,931	$ 94,540	$ 102,446	$ 107,482	$ 111,086	$ 115,267	$ 118,771	$ 123,430	$ 127,752	$ 132,075
25	$ 95,888	$ 99,669	$ 107,959	$ 113,237	$ 117,020	$ 121,416	$ 125,094	$ 129,981	$ 134,532	$ 139,089
26	$ 100,845	$ 104,864	$ 113,531	$ 119,061	$ 123,022	$ 127,616	$ 131,470	$ 136,575	$ 141,323	$ 146,077
27	$ 106,387	$ 110,405	$ 119,460	$ 125,242	$ 129,364	$ 134,168	$ 138,207	$ 143,546	$ 148,507	$ 153,469
28	$ 111,925	$ 118,704	$ 122,880	$ 125,786	$ 133,118	$ 139,646		$ 145,806	$ 151,139	$ 156,475
29	$ 117,860	$ 124,949	$ 129,306	$ 133,656	$ 138,011	$ 142,369		$ 148,069	$ 153,770	$ 159,473
30	$ 123,793	$ 130,836	$ 135,311	$ 139,803	$ 144,284	$ 148,776		$ 155,075	$ 161,877	
31	$ 130,624	$ 137,781	$ 142,415	$ 147,040	$ 151,680	$ 156,305		$ 162,074	$ 165,478	
32	$ 137,456	$ 145,088	$ 149,878	$ 154,666	$ 159,458	$ 164,251		$ 170,014	$ 171,479	
33	$ 144,822	$ 150,659	$ 155,511	$ 160,356	$ 165,208	$ 170,065		$ 176,035	$ 177,482	
34	$ 152,190	$ 162,576	$ 167,709	$ 172,835	$ 177,971	$ 183,101				
35	$ 159,971	$ 165,786	$ 173,710	$ 178,043	$ 185,964	$ 193,886				
36	$ 167,754	$ 171,654	$ 179,731	$ 187,809	$ 195,885	$ 203,958				
37	$ 168,948	$ 181,425	$ 189,656	$ 197,896	$ 206,126	$ 214,353				
38	$ 170,145	$ 191,991	$ 200,356	$ 208,725	$ 217,096	$ 225,457				

* Promotional adjustment is applied according to Canal Corporation's promotion rules.
** The Hiring rate is not a factor in subsequent promotions to Management/Confidential positions.
(1) Employees with five years satisfactory service at or above the maximum salary of their grade will be eligible to have their salary advanced to the First Longevity.
(2) Employees with ten years satisfactory service at or above the maximum salary of their grade will be eligible to have their salary advanced to the Second Longevity.
(3) Employees with fifteen years satisfactory service at or above the maximum salary of their grade will be eligible to have their salary advanced to the Third Longevity.

New York State Canal Corporation
Managerial/Confidential Salary Schedule
Effective the Pay Period that Includes 07/01/2023

Grade	Promotional Adjustment	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	First (1) Longevity	Second (2) Longevity	Third (3) Longevity
6		34,321	34,835	37,307	39,780	42,670	45,611	46,272			
9		40,481	41,998	44,266	46,541	49,255	52,334	52,965			
10		42,662	44,213	46,582	48,955	51,743	54,717	55,361			
11		45,250	46,806	49,186	51,557	54,408	57,255	57,901			
12		47,638	49,231	51,683	54,129	57,020	59,845	60,504			
13		50,408	52,080	54,650	57,216	60,072	62,634	63,320			
14		53,403	55,076	57,735	60,392	63,388	66,110	66,800			
15		56,375	58,059	60,891	63,728	66,361	69,704	70,407			
16	2,972	59,552	60,664	65,955	69,274	71,674	74,430	76,770	79,872	82,723	85,573
17	3,112	62,933	64,038	69,594	73,084	75,597	78,501	80,928	84,181	87,190	90,186
18	3,274	63,266	67,615	73,448	77,133	79,786	82,846	85,374	88,806	91,967	95,135
19	3,429	66,660	71,224	77,353	81,220	83,994	87,204	89,842	93,436	96,758	100,072
20	3,590	70,057	74,830	81,241	85,299	88,209	91,582	94,364	98,134	101,621	105,113
21	3,756	73,835	78,752	85,456	89,705	92,764	96,294	99,224	103,170	106,833	110,497
22	3,927	77,804	82,913	89,954	94,414	97,600	101,303	104,377	108,514	112,343	116,178
23	4,110	81,792	87,220	94,580	99,256	102,605	106,486	109,712	114,049	118,055	122,084
24	4,283	88,283	91,786	99,462	104,351	107,850	111,910	115,312	119,835	124,031	128,228
25	4,483	93,095	96,766	104,815	109,939	113,612	117,880	121,450	126,195	130,614	135,038
26	4,678	97,908	101,810	110,224	115,593	119,439	123,899	127,641	132,597	137,207	141,822
27	4,881	103,288	107,189	115,981	121,594	125,596	130,260	134,182	139,365	144,182	148,999
28	4,132	108,665	115,247	119,301	122,122	129,241	135,579		141,559	146,737	151,917
29	4,276	114,427	121,310	125,540	129,763	133,991	138,222		143,756	149,291	154,828
30	4,410	120,187	127,025	131,370	135,731	140,082	144,443		150,558	157,162	
31	4,551	126,819	133,768	138,267	142,757	147,262	151,752		157,353	160,658	
32	4,701	133,452	140,862	145,513	150,161	154,814	159,467		165,062	166,484	
33	4,759	140,604	146,271	150,982	155,685	160,396	165,112		170,908	172,313	
34	5,024	147,757	157,841	162,824	167,801	172,787	177,768				
35	5,150	155,312	160,957	168,650	172,857	180,548	188,239				
36	5,276	162,868	166,654	174,496	182,339	190,180	198,017				
37	5,404	164,027	176,141	184,132	192,132	200,122	208,110				
38	5,534	165,189	186,399	194,520	202,646	210,773	218,890				

* Promotional adjustment is applied according to Canal Corporation's promotion rules.

** The Hiring rate is not a factor in subsequent promotions to Management/Confidential positions.

(1) Employees with five years satisfactory service at or above the maximum salary of their grade will be eligible to have their salary advanced to the First Longevity.

(2) Employees with ten years satisfactory service at or above the maximum salary of their grade will be eligible to have their salary advanced to the Second Longevity.

(3) Employees with fifteen years satisfactory service at or above the maximum salary of their grade will be eligible to have their salary advanced to the Third Longevity.

PROCEDURE TITLE: Succession Planning

PROCEDURE NUMBER: CGP-2023-002

REVISION DATE: December 15, 2023

PROCEDURE APPROVERS:

Karina Saslow
Interim Vice President of Human Resources, NYPA

David Mellen
Regional Manager - Canals

Rebecca Hughes
Executive Deputy Director, Canals

PROCEDURE OWNER:

Philip Kelly
Director of Human Resources, Canals

Revision Date	Revision No.	Description/Modification	Revision Section(s)	Author
12/15/2023	0	Original Issue	All	Philip Kelly Director of Human Resources, Canals

1 PURPOSE AND SCOPE

Recognizing that changes in key staff and management positions are inevitable, the New York State Canal Corporation (Corporation) has established this Succession Plan to provide continuity in leadership and Operations positions critical to the continued safe operation of the Canal System. The Corporation's succession plan is designed to identify key positions likely to become vacant due to retirement, resignation, or new business opportunities.

The Corporation will assess the leadership and operational needs of the Corporation to ensure the selection of qualified candidates who have the necessary skills for the organization, support the Corporation's mission and goals, as well as our Diversity, Equity, and Inclusion goals and objectives, and adhere to NY State Civil Service Law and Collective Bargaining Agreement seniority provisions.

2 APPLICABILITY

This Procedure applies to all Corporation positions and employees.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

N/A

4 ACCOUNTABILITY/RESPONSIBILITY

The Director of Human Resources is responsible for managing the Corporation's Succession Plan. The Director of Human Resources chairs the Succession Planning Committee, which also includes the Regional Manager for Canals; Executive Deputy Director of Canals; Director, Waterways Maintenance; and Canal Regional Engineers.

5 PROCEDURE IMPLEMENTATION

5.1 Succession Planning Committee Meeting

Every January, a Succession Planning Committee Meeting will be held. At the meeting, the Director of Human Resources will provide a list of staff immediately eligible for retirement, and a list of staff who will be retirement eligible within five (5) years. It is the responsibility of the Succession Planning Committee to:

- Identify key positions and incumbents who are immediately eligible to separate from the Corporation and/or staff who have indicated that they will separate from the Corporation during the upcoming calendar year, based on notice received from separating employees and data from the New York State Retirement System.
- Identify key positions and incumbents who will be eligible to separate from the Corporation within 3 to 5 years, based on data from Human Resources and the New York State Retirement System.
- Identify key positions and roles where there would be a high impact of loss for the Corporation should these positions become vacant due to factors other than retirement. The Secession Planning Committee will consider factors like availability of successors, talent pipelines, and talent development tools to ensure a sufficient candidate pool can be created.

- Review the minimum qualifications of the key positions being vacated due to retirement in the immediate future, as well as 3 to 5 years out, ensuring that they are still relevant and accurate. As part of this, a review will also be conducted to verify if the direct line and collateral line promotion and/or transfer eligible titles remain appropriate to use as a recruitment source, and to ensure there is a sufficient candidate pool to be considered from those titles.

The Succession Planning Committee will ensure that viable candidates can be identified for these key positions from among the various legal appointment mechanisms available to the Corporation under the Civil Service Law and applicable Rules. For internal candidates, the Succession Planning Committee will perform a review and identify the essential knowledge, skills, and abilities needed to perform the tasks and duties of the identified key position(s), and coordinate with The New York Power Authority's Talent Development to provide any coursework or training, as needed.

The Succession Planning Committee will meet as needed to discuss succession planning needs or significant staff changes not discussed/anticipated during its January meeting and take appropriate action, to meet the Corporation's operational and staffing needs.

Duplicate Positions for Transfer of Knowledge

Human Resources has created a pool of transition items that can be utilized to effectuate the transfer of knowledge from retiring Corporation employees in key operational and/or leadership positions to their successors. These transition items are available for permanent employees who work full-time to fill an anticipated vacancy in another Corporation position within a designated time-frame up to one (1) year. Transition items will be held as a separate pool of positions; the duties and responsibilities of individual items are tied to the permanent position to which they are transitioning

The Director of Human Resources, or designee, will determine the key roles and/or leadership positions eligible to utilize a transition item for succession management purposes. As needed, Canals HR will work with the New York State Department of Civil Service to classify duplicate positions to assist operating units in effectuating the transfer of knowledge from retiring Corporation employees to their successors.

6 VIOLATIONS

N/A

7 REFERENCES

N/A

8 PROCEDURE REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document.

Revision cycle: Every Three Years

9 DOCUMENT APPROVAL

Procedure Owner	Signature	Date
Philip Kelly Director of Human Resources, Canals	Philip Kelly (Dec 15, 2023 13:43 EST)	Dec 15, 2023

Approvals	Signature	Approval Date
Karina Saslow Interim Vice President of Human Resources, NYPA	Karina B Saslow (Dec 15, 2023 17:33 EST)	Dec 15, 2023
David Mellen Regional Manager - Canals	David Mellen David Mellen (Dec 18, 2023 06:28 EST)	Dec 18, 2023
Rebecca Hughes Executive Deputy Director - Canals	Rebecca Hughes Rebecca Hughes (Dec 19, 2023 14:32 EST)	Dec 19, 2023

10 ATTACHMENTS

N/A

TITLE: Gender-Based Violence in the Workplace

POLICY NUMBER: CGP-2022-004

REVISION DATE: 12/7/2022

FINAL APPROVER: Jason Scheu

Principal Attorney

EXECUTIVE OWNER: Karina Saslow

Interim VP Human Resources

POLICY OWNERS: Philip Kelly

Director of Human Resources

Rebecca Hughes

Executive Deputy Director

Printed copies are not controlled.
For the latest revision of this document, refer to the Canal Corporation Policy Folder in Content Server.

Revision Date	Revision #	Description/Modification	Revision Section (s)	Author
12/7/2022	0	Original Issue	All	Philip Kelly Director of Human Resources

Contents

1 Purpose and Scope 4
2 Applicability 4
3 Initialisms (Acronyms) and Definitions 4
4 Responsibility 6
4.1 Corporation Responsibilities. 6
4.2 Employee Awareness: 6
4.3 Domestic Violence Agency Liaisons (DVAL) 7
4.4 Human Resources: 8
4.5 Supervisors 8
5 Policy Implementation 8
5.1 Non-discrimination and Responsive Personnel Policies 8
5.2 Statement of Confidentiality 11
5.3 Non-Retaliation Policy 12
5.4 Workplace Safety Plans 12
5.5 Accountability for Employees who Perpetrate Acts of Domestic or Gender-Based Violence 13
5.6 Training 15
6 Violations 15
7 References 15
8 Policy Review and Expiration 16
9 Document Approval 16
10 Attachments 16

1 PURPOSE AND SCOPE

The purpose of this Policy is to identify and respond effectively to employees' needs as victims of domestic and gender-based violence and promote safety in the workplace.

Domestic violence and other forms of gender-based violence permeate the lives and harm thousands of New Yorkers each day, with tragic, destructive, and often fatal results. The impacts of such violence are felt in the workplace, regardless of where the incidents are taking place, and have the potential to compromise the safety of victims, co-workers, and clients, while resulting in lost productivity, increased health care costs, absenteeism, and employee turnover. The New York State Canal Corporation (Corporation) has both a moral and legal obligation to their employees who may be experiencing victimization.

New York State law recognizes that domestic and gender-based violence occurs within a wide spectrum of relationships, therefore the Corporation will take every appropriate measure to prevent and/or address domestic and gender-based violence as it impacts the workplace, while also recognizing the rights of victims to have self-determination and the need to respond in a survivor-centered, trauma-informed, and culturally responsive manner. All valid Orders of Protection (OP) shall be enforced by the Corporation and all protections of this Policy shall apply. This Policy shall apply to all victims of gender-based violence, regardless of where the incidents took place.

2 APPLICABILITY

This Policy is applicable to all full-time, part-time, and temporary employees, volunteers, and interns engaged by the New York State Canal Corporation (Corporation) in any official workplace capacity. Whenever possible, this Policy shall be extended to consultants, contractors, and other on-site providers.

The Corporation, to the fullest extent possible, without violating any existing rules, regulations, statutory requirements, contractual obligations, or collective bargaining agreements, designates and directs appropriate management, supervisory, and/or human resources staff to implement the Gender-Based Violence in the Workplace Policy covering the following areas:

- New York State Canal Corporation responsibilities;
- Initialisms (Acronyms) Definitions;
- Non-discrimination and Responsive Personnel Policies for Employees who are victims of domestic and gender-based violence;
- Non-Retaliation Policy;
- Workplace Safety Plans;
- Accountability for Employees who perpetrate domestic or gender-based violence;
- Training;
- Violations of Policy

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Domestic Violence - A pattern of coercive behavior, including acts or threatened acts, that is used by a perpetrator to gain power and control over a victim, as defined in New York State Social Service Law § 459-a, including, but not limited to physical, sexual, psychological, economic, and/or emotional abuse; or the threat of any/all of the aforementioned acts.

Domestic Violence Agency Liaison (DVAL) - A designated employee(s) who has been trained by the New York State Office for the Prevention of Domestic Violence (OPDV) to assist victimized employees, volunteers, interns, consultants, contractors, and other on-site providers; who ensure compliance with this Policy; and who serves as the primary contact for OPDV.

Gender-Based Violence - Violence or threats that happen because of someone's sex, gender, sexual orientation, gender identity or expression, or other related characteristics. Gender-based violence is an umbrella term that includes domestic violence, sex-based discrimination, sexual harassment, sexual assault, sexual violence, and can also include stalking or human trafficking.

Order of Protection (OP) (Commonly referred to as "Restraining Order" or "Stay-Away Order") – An order issued by any court to limit the behavior of someone who harms or threatens to harm another person. OP may direct the offending party not to injure, threaten, or harass the victim, their family, or any other person(s) listed in the order and may include, but are not limited to ordering him/her/them to stay away from the home, school, business, or place of employment of the victim; vacate a shared residence; abide by any active orders of custody and visitation; and surrender any firearms.

Perpetrator or abusive partner or person who causes harm – A person who commits or threatens to commit coercive or violence acts, which may include, but is not limited to, physical, psychological, sexual, economic, and/or emotional abuse against a victim.

Sexual Harassment – Consistent with the New York State Human Rights Law, unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment;
- Such conduct is made either explicitly or implicitly a term or condition of employment; or
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.

Definitions from New York State Social Services Law § 459-a –

a. "Victim of domestic violence" means any person over the age of sixteen, any married person, or any parent accompanied by his or her minor child or children in situations in which such person or such person's child is a victim of an act which would constitute a violation of the penal law, including, but not limited to, acts constituting disorderly conduct, harassment, aggravated harassment, sexual misconduct, forcible touching, sexual abuse, stalking, criminal mischief, menacing, reckless endangerment, kidnapping, assault, attempted assault, attempted murder, criminal obstruction of breathing or blood circulation, strangulation, identity theft, grand larceny, or coercion; and
    1. such act or acts have resulted in actual physical or emotional injury or have created a substantial risk of physical or emotional harm to such person or such person's child; and
    2. such act or acts are or are alleged to have been committed by a family or household member.

b. "Family or household members" mean the following individuals:

1. persons related by consanguinity or affinity (blood or a person's relation to blood relatives of their spouse);
2. persons legally married to one another;
3. persons formerly married to one another regardless of whether they still reside in the same household;
4. persons who have a child in common regardless of whether such persons are married or have lived together at any time;
5. unrelated persons who are continually or at regular intervals living in the same household or who have in the past continually or at regular intervals lived in the same household;
6. persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time. Factors that may be considered in determining whether a relationship is an "intimate relationship" include, but are not limited to: the nature or type of relationship, regardless of whether the relationship is sexual in nature; the frequency of interaction between the persons; and the duration of the relationship. Neither a casual acquaintance nor ordinary fraternization between two individuals in business or social contexts shall be deemed to constitute an "intimate relationship"; or
7. any other category of individuals deemed to be a victim of domestic violence as defined by the Office of Children and Family Services in regulation.

c. "Parent" means a natural or adoptive parent or any individual lawfully charged with a minor child's care or custody.

Workplace – Any permanent or temporary location away from an employee's domicile where an employee performs any work-related duty in the course of employment.

4 RESPONSIBILITY

4.1 Corporation Responsibilities.

The Corporation shall designate at least one employee as their Domestic Violence Agency Liaison (DVAL). Where possible, the liaison shall be an employee with advocacy, social work, or counseling experience. Employees who work as Employee Assistance Program (EAP) Coordinators shall not be designated as the DVAL.

4.2 Employee Awareness:

1. The Corporation is committed to increasing awareness around domestic and gender-based violence and creating an informed workforce regarding available sources of assistance for those experiencing domestic or gender-based violence.
2. The Corporation is committed to increasing awareness around possible disciplinary practices that may be implemented in the event of retaliation or used with employees who perpetrate acts of domestic or gender-based violence.
3. The Corporation shall include this Policy as part of the written materials that are provided to all new employees and shall provide this Policy to all employees on an annual basis.
4. A detailed explanation of employee's rights under this Policy shall be given during new employee orientation, including information for contacting the DVAL.

5. If the Corporation suspects that an employee is a victim of domestic or gender-based violence but the employee has not disclosed victimization, the Corporation shall refer the employee to:
    i. the DVAL,
    ii. EAP,
    iii. The NYS Domestic and Sexual Violence Hotline (or the statewide hotline for workplace sexual harassment, as may be appropriate), and
    iv. any local programs serving victims of domestic and sexual violence.
6. The Corporation shall post information on domestic and gender-based violence as outlined below, this Policy, and any additional available resources at the workplace. This information shall be posted in such places where employees are able to utilize the information without having to request it or be seen removing it. Such places may include intranet, employee newsletters, all restrooms, kitchen and lounge areas, and any other frequently trafficked areas. Information must include sources of assistance, contact information for the DVAL(s), EAP information, Human Resources staff, the NYS Domestic and Sexual Violence Hotline number (800-942-6906) and text number (844-997-2121), and contact information for local domestic violence programs.
7. Referrals must be offered to anyone who discloses they are a victim of domestic or gender-based violence, as follows to:
    i. the DVAL,
    ii. EAP,
    iii. The NYS Domestic and Sexual Violence Hotline (or the statewide hotline for workplace sexual harassment, as may be appropriate), and
    iv. any local programs serving victims of domestic and sexual violence.
8. Additional referrals shall be made to the appropriate resources to best meet the employee's needs.
9. The Corporation shall consider conducting programs and activities throughout the year to increase awareness about domestic and gender-based violence.

4.3 Domestic Violence Agency Liaisons (DVAL)

The DVAL's responsibilities include:

1. Ensure agency-wide implementation of, and compliance with, this Policy.
2. Ensure victimized employees are aware of and understand this Policy and their rights.
3. Upon notification that an employee is a victim of domestic or gender-based violence, provide the employee with confidential support services, including referrals to:
    i. EAP,
    ii. The NYS Domestic and Sexual Violence Hotline (or the statewide hotline for workplace sexual harassment, as may be appropriate), and
    iii. any local programs serving victims of domestic and sexual violence.
4. Ensure that the victimized employee is informed of all possible options available to them, such as the use of alternative scheduling or a change in work location and assisting the employee in identifying the best use of attendance and leave benefits.
5. Ensure that the victimized employee is aware of and receiving any necessary accommodations as outlined in Section 5.1 of this Policy.

6. Ensure that all employees receive a copy of this Policy annually, and regularly receive information about how to contact the DVALs and what supportive services are offered by the agency.
7. Conduct basic workplace safety strategizing with victimized employees.
8. Serve as the primary contact for OPDV, including reporting bi-annual data.

4.4 Human Resources:

Human Resources staff shall:

1. Ensure that the Corporation establishes a workplace culture that is safe and supportive for anyone who has experienced domestic or gender-based violence by communicating that information and resources are available to victims and that abusive behavior by any employee will not be tolerated.
2. Ensure that all employees who are required to attend training from OPDV pursuant to this Policy complete the required training.
3. Ensure that employees shall receive a copy of this Policy upon hire, as well as annually. This shall also include information about how to contact the DVALs and what supportive services are offered by the Corporation.
4. Ensure that any employee who discloses being a victim of domestic or gender-based violence is aware of and receiving any necessary accommodations and shall consult with Corporation leadership and Counsel, and OPDV Counsel as appropriate, to address complex cases.
5. Assist Supervisors to ensure that all employees who violate this Policy are held accountable.

4.5 Supervisors

Supervisor's responsibilities include:

1. Ensure that any employee who discloses being a victim of domestic or gender-based violence is aware of and understands this Policy and their rights, including the right to request accommodations or time off as discussed below.
2. If any employee discloses being a victim of domestic or gender-based violence, or if the Supervisor suspects that the employee may be a victim of domestic or gender-based violence, the Supervisor must refer the employee to:
   I. DVAL,
   II. EAP,
   III. The NYS Domestic and Sexual Violence Hotline (or the statewide hotline for workplace sexual harassment, as may be appropriate), and
   IV. any local programs serving victims of domestic and sexual violence.
3. There is no mandatory reporting of domestic or gender-based violence, unless it may constitute sexual harassment as defined in this Policy.

5 POLICY IMPLEMENTATION

5.1 Non-discrimination and Responsive Personnel Policies

All policies and procedures should be trauma-informed, survivor-centered, and culturally responsive to victims' needs, and should not discriminate. Under the New York State Human

Rights Law, all persons covered by this Policy are protected from discrimination in the workplace on the basis of status as a victim of domestic violence, and on the basis of sex, sexual orientation, gender identity, and gender expression.

a. Subdivision 34 of section 292 of the Executive Law of New York State establishes persons who qualify as a "victim of domestic violence."
b. Victims of domestic violence are a protected class under New York State Human Rights Law (Executive Law § 296(22)).
    ii. The Corporation may not refuse to hire or license and may not terminate someone solely based on their status as a victim of domestic violence.
    iii. The Corporation may not discriminate against victims of domestic violence in compensation, terms, conditions, or privileges of employment.
    iv. The Corporation must prohibit inquiries about an applicant's status as a current or past victim of domestic violence and may not make any employment decisions based on assumptions or actual knowledge about someone's status as a current or past victim of domestic violence. The Corporation may inquire about status as a victim of domestic violence in order to provide reasonable accommodations.
c. The Corporation must allow any employee who has disclosed their status as a victim of domestic or gender-based violence (or disclosed that a family member is a victim of domestic or gender-based violence) and must be out of work for a reasonable time to use accrued sick leave[1] for the following purposes:
    i. to obtain services from a domestic violence shelter, rape crisis center, or other services program;
    ii. to participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members;
    iii. to meet with an attorney or other social services provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding;
    iv. to file a complaint or domestic incident report with law enforcement;
    v. to meet with a district attorney's office;
    vi. to enroll children in a new school;
    vii. to address issues relating to technology or financial abuse; or
    viii. to take any other actions necessary to ensure the health or safety of the employee or the employee's family member or to protect those who associate or work with the employee.
d. Employees can choose to use appropriate leave accruals to cover any absences, if available. If the employee does not have adequate leave accruals to cover the absence or chooses not to charge leave accruals, the absence shall be treated as leave without pay.
e. Any employee who must be absent from work to utilize accommodations in this section is entitled to the continuation of any health insurance coverage provided by the employer to which the employee is otherwise entitled during any such absence, in accordance with any existing collective bargaining agreements, regulations, and Corporation Policy.

[1] Labor Law § 196-b(4).

f. Employees who must be absent to utilize accommodations as listed in this section shall provide their employer with reasonable advanced notice of the absence whenever possible.
g. The Corporation is also required to grant time off, with prior day notification, and may not penalize any employee who, as a victim or witness of a criminal offense, is appearing as a witness; consulting with a district attorney; or exercising their rights as provided by law.[2] Employees can choose to use appropriate leave accruals to cover any absences, if available. If the employee does not have adequate leave accruals to cover the absence or chooses not to charge leave accruals, the absence shall be treated as leave without pay. Any questions regarding leave that must be granted to victims or subpoenaed witnesses should be directed to the Corporation's Employee Relations/Human Resources office.
h. The Corporation should be aware that there may be occurrences when an employee is absent due to incidents of domestic or gender-based violence where they are unable to follow protocol to report the absence. In that situation, the employee may lack documentation, may be unable to obtain documentation or may not want to share documentation containing confidential information. An employer may not require the disclosure of confidential information relating to an absence from work due to domestic violence, a sexual offense, stalking, or human trafficking, as a condition of providing sick leave.
i. Employees who are victims of domestic violence or gender-based violence who separate from a covered family member due to an incident or incidents of domestic or gender-based violence shall be allowed to make reasonable changes in benefits at any time during the calendar year, where possible and in accordance with statute, regulation, contract, and policy.
j. The Corporation recognizes that victims of domestic and gender-based violence may experience temporary work performance difficulties or be unable to complete certain job aspects (such as overnight travel, "off" hour shifts, etc.) because of safety reasons. If it is found that the employee's work performance is being affected as a result of being a victim of domestic or gender-based violence, the Corporation will work with the employee to try to create a satisfactory resolution, including, but not limited to, specific work plans, the ability to take leave, provision of reasonable accommodations, and referrals to the DVAL, EAP, and/or the local domestic violence service provider. OPDV is available for case specific technical assistance as needed. Employees will be given clear information of performance expectations, priorities, and performance evaluations. Employees should be made aware that not all employees requests for resolutions can be accommodated. If a disciplinary process is initiated, special care should be taken to consider all aspects of the victimized employee's situation, and all available options in trying to resolve the performance problems should be exhausted, including making a referral to the DVAL, EAP, domestic violence program, or other relevant services, consistent with existing collective bargaining unit agreements, statute, regulations, and Corporation Policy.
k. If all reasonable measures have been exhausted to resolve related performance problems of employees who are victims of domestic or gender-based violence, but the performance problems persist and the employee is terminated or voluntarily separates

[2] Penal Law § 215.14

from employment, the employee shall be informed of their potential eligibility for unemployment insurance and the Corporation shall respond quickly to any requests for information that may be needed in the claims process. New York State law provides that a victim of domestic violence who voluntarily separates from employment may, under certain circumstances, be eligible for unemployment insurance benefits.[3]

l. New York State law prohibits insurance companies and health maintenance organizations from discriminating against domestic violence victims by prohibiting status as a domestic violence victim to be considered a "pre-existing condition." Insurance companies may not deny or cancel an insurance policy or require a higher premium or payment because the insured party is a current or former victim of domestic violence.[4]

m. Sex, sexual orientation, gender identity, and gender expression are all protected classes under the New York State Human Rights Law. Sexual harassment is a form of sex discrimination and is unlawful under the New York State Human Rights Law § 296.1, Human Rights Law § 296-c (for interns), and Human Rights Law § 296-d (for non-employees working in the workplace), and Title VII, the Federal Civil Rights Act of 1964. Sexual harassment includes harassment based on sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender (see page 2-3 for definition of sexual harassment). Gender-based violence may constitute sexual harassment when it subjects an individual to inferior terms, conditions, or privileges of employment.
    i. Every employer in New York State must have a policy on sexual harassment prevention, which includes a procedure for the receipt and investigation of complaints of sexual harassment. This policy and procedure should be distributed to new employees and made available to all staff regularly.

n. For all forms of discrimination and harassment, if an employee, including an intern or contractor working in a State workplace, experiences sexual harassment or discrimination on the basis of their status as a victim of domestic or other gender-based violence, or observes discrimination in the workplace, the employee may file a complaint to OER via the New York State Employee Discrimination Complaint form located at www.oer.ny.gov, or by contacting the Diversity, Equity and Inclusion Officer.
    i. Any complaint of potential discrimination, whether verbal or written, must be investigated. Furthermore, any supervisory or managerial employee who observes or otherwise becomes aware of conduct of a sexually harassing nature must report such conduct so that it can be investigated. The Corporation shall maintain the confidentiality of the complainant to the extent practical.

5.2 Statement of Confidentiality

The Corporation recognizes and respects the employee's right to privacy and confidentiality. All information, including employee disclosures about victimization, shall be kept confidential to the extent permitted by law and Corporation policy without the employee's written informed consent, unless doing so creates a substantial risk of imminent danger to the victimized employee, other employees, or worksite. Should that circumstance occur, the victimized employee will be given notice of what actions will be taken by the Corporation, and information will be given to only

[3] NYS Labor Law § 593(1)(b)(i)
[4] NYS Insurance Law § 2612

those employees deemed necessary for securing the safety of the victim, other employees, or worksite. The information given to those employees will be as limited in scope as possible and employees may be required to sign an acknowledgment of confidentiality stating that any information they have been given regarding the victimized employee must be used only for the intended purpose.

5.3 Non-Retaliation Policy

The Corporation shall not engage in any retaliatory practices against any employee that discloses they are a victim of domestic or gender-based violence, or any employee seeking accommodations or to exercise their rights under this policy.

The Corporation will not retaliate, tolerate retaliation by any superiors, terminate, or discipline any employees for reporting information about alleged incidents of domestic violence that may have been committed by an employee, including those in management positions.

Retaliatory practices may include, but are not limited to, fewer promotions, inappropriate jokes, snide comments, excluding employee from conversations, etc., and may be carried out by everyone, not just the original perpetrator. Retaliation includes commencing discipline against victimized employees for actions taken to promote their safety.

The Corporation or any of its employees engaging in retaliatory practices may be subject to disciplinary actions. If you believe you have been subject to retaliatory practices, please see the Violations of Policy section of this Policy.

5.4 Workplace Safety Plans

The Corporation shall have workplace safety response plans in place, including procedures for reporting to Supervisors or contacting law enforcement, if necessary, should an event take place in the workplace.

a. The Corporation shall comply and assist with the enforcement of all known OP.
    i. If requested by the victim, or by law enforcement, the Corporation will provide any relevant information regarding an alleged OP violation.
b. Employees are encouraged to disclose any active OP to the DVAL or designated staff member at their work site. Copies of OP will be maintained in a locked, confidential location, separately from the employee's personnel file. In the event of an emergency or that the OP needs to be presented to law enforcement, the liaison, other designated staff member, the Director of Human Resources, or a member of executive staff shall retrieve and present the OP. Employees should be made aware that they are responsible for notifying the liaison in the event of a relevant modification or revocation of the OP.
c. When requested by the victim, the DVAL and/or Human Resources staff will work with the employee to develop a plan to how best increase safety for the victim, other employees, and the workplace. Options may include, but are not limited to:
    i. Providing front desk security or reception staff with a copy of the OP with a photo of the perpetrator;
    ii. Blocking the perpetrator from visiting Corporation locations;
    iii. Protocols for reporting to law enforcement;
    iv. Allowing the employee to work staggered hours, an "off shift", or move to a different work location, either temporarily or permanently;

v. Temporary reassignment of certain duties, such as overnight travel;
vi. Reassignment of parking space;
vii. Providing employees an escort for entry and exit from the worksite;
viii. Allowing security to escort perpetrator out of the building and off the worksite premises;
ix. Working with the employee to address any identified concerns about the use of technology;
x. Assigning a new email account or phone number if the perpetrator has been able to access the existing accounts;
xi. Creating a personalized safety plan in consultation with the local domestic or sexual violence program;
xii. Allowing the employee to work from an alternate workstation until further action is taken, if the employee works directly with the perpetrator; or
xiii. If an OP is in place and has been violated (i.e. by perpetrator showing up at workplace of victim), requiring security to report the violation to law enforcement.

d. If the circumstances indicate a need for the Corporation to take steps to increase safety for the victim, other employees, and the workplace, the Corporation should follow the Workplace Violence Policy

5.5 Accountability for Employees who Perpetrate Acts of Domestic or Gender-Based Violence

The Corporation will hold accountable any employee who is found to have engaged in behaviors including, but not limited to:

a. Used state resources, including time, to commit an act of domestic or gender-based violence;
b. Committed an act of domestic or gender-based violence from or at the workplace, or any location conducting state business, except for locations where employees are telecommuting; or
c. Used their job-related authority and/or state resources in order to negatively affect victims of domestic or gender-based violence and/or assisted perpetrators in locating a victim and/or in perpetrating an act of domestic or gender-based violence;

Acts of domestic or gender-based violence that occur outside of the workplace can subject a person to administrative and/or disciplinary action.

Employee who has committed any act of gender-based violence, including making threats or harassment at or from the workplace using any state resources such as work time, state owned telephones or cell phones, e-mail, or by any other means, the Supervisor, in conjunction with Human Resources and Labor Relations, shall take any and all steps necessary to hold the employee accountable through administrative and/or disciplinary action in accordance with existing collective bargaining agreements, applicable statutes and/or regulations. This should include referrals to Accountability Programs for Person who Cause Harm.

Actions may include, but are not limited to:

- administrative leave;
- cease and desist memo;
- removing/modifying chain of supervision pending an official report;

- relocation of employee alleged to abuse to another work site;
- surrender of work cell phone, laptop, etc.;
- revocation of permanent employment status (reverting to contingent or probationary status);
- mandated participation in an Accountability Programs for Person who Cause Harm; and
- discipline up to and including termination.

The Corporation shall determine if corrective action or disciplinary action is warranted, in accordance with existing collective bargaining agreements, relevant statutes, and regulation if the Corporation has received verification that an employee is responsible for any gender-based violence related offense, or is the respondent on any OP, including temporary, final, and/or out of state OP because of a gender-based violence related offense, and said employee has any job functions that include:

a. the authority to take actions that directly impact victims of gender-based violence domestic violence; and/or
b. actions which may protect perpetrators from appropriate consequences for their behavior.

Any employee shall be subject to corrective or disciplinary action, in accordance with existing collective bargaining agreements; applicable statutes, and regulations, if they intentionally use the authority of their employment and/or misuse any state resources in order to:

a. negatively impact any victim of gender-based violence;
b. assist a perpetrator in locating a victim;
c. assist a perpetrator in perpetrating any act of gender-based violence; or
d. protect a perpetrator from receiving appropriate consequences.

Any employee who would like to report information about an alleged act of gender-based violence committed by an employee may do so by contacting the Director of Human Resources, the Anti-Discrimination Investigations Division at the NYS Office for Employee Relations (https://antidiscrimination.oer.ny.gov/), or the NYS Inspector General's Office by calling the toll-free hotline at 1-800-367-4448 where trained staff will discuss the specifics of your complaint.

5.6 Training

a. **DVALs:**
   1. DVALs shall complete a Gender-Based Violence and the Workplace training provided by OPDV.
   2. DVALs shall complete an initial one-day training provided by OPDV.
   3. DVALs shall attend quarterly trainings hosted by OPDV, which will provide ongoing training and technical assistance to them.
   4. Appropriate managers, Supervisors, Employee Assistance Program staff, human resources personnel, union and labor representatives, and security staff may also attend the OPDV DVAL one-day or quarterly trainings.

b. **Human Resources:**
   All employees who are employed in human resources positions must participate in two annual trainings provided by OPDV:
   1. Gender-Based Violence and the Workplace training, and
   2. Gender-Based Violence Workplace Safety Planning training.

c. **Supervisors:**
   All employees who are supervisors must participate in an annual Gender-Based Violence and the Workplace training provided by OPDV.

d. **All employees**: The Corporation shall require all employees to attend an annual Gender-Based Violence and the Workplace training provided by OPDV. OPDV will provide ongoing training opportunities and technical assistance about domestic and gender-based violence and its impact on the workplace to all agencies. Training will be offered to all employees on a regular basis. To request specific training from OPDV, please send an email to workplace@opdv.ny.gov.

6 VIOLATIONS

Any employee who would like to report any alleged violations of this Policy may do so by contacting OPDV, the director of Employee Relations/Human Resources, or the NYS Inspector General's Office by calling the toll-free hotline at 1-800-367-4448 where trained staff will discuss the specifics of your complaint.

For complaints of workplace discrimination, an employee may contact the Anti-Discrimination Investigations Division at the NYS Office for Employee Relations (https://antidiscrimination.oer.ny.gov/). This includes complaints related to denials of reasonable accommodations.

7 REFERENCES

Workplace Violence Prevention Policy (CGP-2018-028)

Illegal Discrimination in the Workplace (ADM-2018-001)

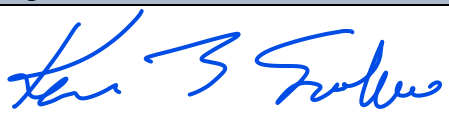
8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document.

Revision cycle: Every Year

9 DOCUMENT APPROVAL

Policy Owner	Signature	Date
Rebecca Hughes Executive Deputy Director		12/29/22

Executive Owner	Signature	Date
Karina Saslow VP, Total Rewards & HRIS		12·29·22

Final Approver	Signature	Date
Jason Scheu Principal Attorney	Jason Scheu	12-29-2022

10 ATTACHMENTS

N/A

NEW YORK STATE OF OPPORTUNITY | Canal Corporation

Policy Title:
Positive Workplace Policy

TITLE:	Positive Workplace Policy
POLICY NUMBER:	CGP-2022-003
REVISION DATE:	2/15/2023
FINAL APPROVAL	Brian Saez SVP Power Supply
EXECUTIVE OWNER	David Mellen Regional Manager - Canals
POLICY OWNERS:	Anthony Germano Director of Employee Relations Philip Kelly Director, Human Resources

Revision Date	Revision #	Description/Modification	Revision Section(s)	Author
2/15/2023	1	Format updated	All	Patricia Kaufman Human Resources Specialist 2
12/20/2022	0	Original Issue	All	Patricia Kaufman Human Resources Specialist 2

1 PURPOSE AND SCOPE

All New York State Canal Corporation (Corporation) employees, including seasonal workers, contractors, interns, and business partners are entitled to work in an environment free from inappropriate conduct. Inappropriate workplace conduct reflects poorly on the Corporation, both internally and in public forums, and may carry significant consequences for individuals engaging in such behavior.

2 APPLICABILITY

This Policy applies to all Corporation employees, including seasonal workers, contractors, interns, and business partners.

3 INITIALISMS (ACRONYMS) AND DEFINITIONS

Inappropriate Workplace Conduct - Words and actions which are offensive, humiliating, insubordinate, threatening, and/or unwelcome to other reasonable individuals.

Workplace - New York Power Authority (NYPA) and Corporation-owned or operated spaces, including parks, trails, and other locations and venues where Corporation business is being conducted, as well as inside NYPA or Corporation vehicles.

4 RESPONSIBILITY

Responsibility and oversight of this Policy resides with Corporation Human Resources (HR).

The Corporation's Office of Employee Relations will be responsible for the administration of corrective action against any employee who engages in Inappropriate Workplace Conduct, and any supervisor/manager who fails to report or knowingly allows Inappropriate Workplace Conduct to occur or to persist.

5 POLICY IMPLEMENTATION

5.1 General Expectations

All Corporation employees are entitled to work in an environment free from Inappropriate Workplace Conduct. Such conduct can have significant personal and enterprise-wide impacts.

5.2 Interplay with Other Policies

Certain forms of Inappropriate Workplace Conduct may also constitute violations of other Corporation Policies, including:

- *Affirmative Action/Equal Employment Opportunity Policy (25-2-24C)*: Prohibits discrimination, harassment and retaliation based upon protected class statuses, including but not limited to race, color, sex, religion, age, national origin, disability, military status and sexual orientation.
- *Workplace Violence Prevention Policy (CGP-2018-028)*: Prohibits workplace violence, including any physical assault, acts of aggressive behavior, threats, threatening behavior, or intimidation, by or against employees, customers, guests, or other individuals at the workplace, including those that may involve domestic violence incidents.

- *Gender-Based Violence in the Workplace (GCP-2022-004):* Provides guidance to identify and respond effectively to employee's needs as victims of domestic and gender-based violence.
- *Acceptable Use Policy* (CC-CP 2-7): Provides guidance for acceptable use of Corporation Information Technology systems to prevent inappropriate use that could compromise the Systems Environment, and lead to loss of network functionality and information confidentiality, integrity, and availability.
- *Whistleblower Policy (CGP-2018-011)*: Prohibits retaliation against any whistleblower for the good faith disclosure of potential wrongdoing, whether through adverse personnel action, harassment, threats, coercion, or abuse of authority. The Policy also states that no employee shall interfere with the right of any other employee to disclose potential wrongdoings or participate in the investigation of any wrongdoing.

5.3 Reporting

It is critical that all instances of Inappropriate Workplace Conduct be reported in a timely fashion.

A concern or complaint regarding Inappropriate Workplace Conduct need not take any specific form. It can be reported orally, in writing, or by other means, including:

- By reporting to any supervisor or manager, who must in turn notify the Office of Employee Relations;
- By reporting to any HR professional;
- By direct notification to the Office of Employee Relations; or
- Anonymously or with identification, by use of NYPA's and the Corporation's Employee Concerns Line (1-877-TEL-NYPA).

5.4 Prohibited Conduct

Inappropriate Workplace Conduct will not be tolerated. Any employee who engages in such behavior may be subject to disciplinary action and, in certain circumstances, potential criminal prosecution.

Inappropriate Workplace Conduct includes conduct and/or words directed to individuals or undertaken indirectly with the intent of its impact being felt by the target of the words or conduct. Inappropriate Workplace Conduct may consist of the actions set forth in Sections 5.4.1 through 5.4.3, below.

5.4.1 Insubordination

All employees are expected to obey all lawful supervisory directives issued by or on behalf of a supervisor, including directives relayed from a supervisor by an authorized employee of the same or lesser grade.

Any employee with concerns regarding the scope of such a directive is expected to promptly seek clarification or other guidance from the supervisor as needed.

5.4.2 Use of Profanity

All employees are expected to refrain from the use of profanity in the workplace, including as directed to members of the public, colleagues, or supervisors.

Use of profanity towards a supervisor may also be considered insubordination.

5.4.3 Posting or Display of Inappropriate Material

All employees are expected to refrain from the display or posting of inappropriate materials in the workplace. This includes, but is not limited to, magazines, posters, videos, cartoons, calendars, and computerized material such as electronic images, texts, files, and emails.

Any inappropriate material is to be reported to a supervisor, who shall remove and retain the original material and provide a copy to the Office of Employee Relations in a timely manner.

5.5 Supervisory Expectations

All supervisors are expected to actively monitor the workplace for concerns related to Inappropriate Workplace Conduct. This obligation includes regularly recurring physical inspection of workplaces for posting of inappropriate materials.

5.6 Anti-Retaliation

Any form of retaliation against an employee or third party reporting Inappropriate Workplace Conduct or cooperating in an investigation of such conduct is strictly prohibited.

6 VIOLATIONS

Violations of this Policy and related policies and procedures by employees may result in disciplinary action up to and including termination.

Violations of this Policy by contractors and other authorized third parties may result in the revocation of such party's access to Corporation's premises and/or electronic access to its systems, and the termination of such party's contract for services.

Where the conduct engaged in is illegal, violators may be subject to prosecution under applicable federal, state, or local laws.

7 REFERENCES

Affirmative Action/Equal Employment Opportunity Policy (25-2-24C)
Workplace Violence Prevention Policy (CGP-2018-028)
Acceptable Use Policy (CC-CP 2-7)
Whistleblower Policy (CGP-2018-011)

8 POLICY REVIEW AND EXPIRATION

This document will be reviewed and updated as business needs require. However, a mandatory review will be required on the anniversary date of the approved document.

Revision cycle: Every Three Year

9 DOCUMENT APPROVAL

Policy Owners	Signature	Date
Phillip Kelly Director, Human Resources	Philip Kelly (Feb 15, 2023 12:09 EST)	Feb 15, 2023
Anthony Germano Director of Employee Relations	Anthony Germano Anthony Germano (Feb 17, 2023 08:48 EST)	Feb 17, 2023

Executive Owner	Signature	Date
David Mellen Regional Manager – Canals	David Mellen David Mellen (Feb 23, 2023 13:11 EST)	Feb 23, 2023

Final Approver	Signature	Date
Brian Saez SVP, Power Supply	Brian Saez Brian Saez (Feb 23, 2023 14:05 EST)	Feb 23, 2023

10 ATTACHMENTS

N/A

Exhibit 36
March 18, 2025



NYS CANAL CORPORATION
SALARY ADMINISTRATION MANUAL

Corporation Office of Human Resources
NYPA Canal Human Resources
October 2024

TABLE OF CONTENTS

I. INTRODUCTION	
II. GENERAL INFORMATION	
A. Negotiating Units and Management Confidential	
B. Components of Pay	
C. Salary Conversion – Hourly to Annual or Annual to Hourly	
III. INITIAL APPOINTMENT SALARY – No Prior State Service	
A. Allocated (Graded) Positions	
B. Non-Allocated Positions (Annual or Hourly)	
IV. PROMOTION, GRADED POSITIONS	
A. Basic Promotion (no prior service in any higher grade)	
1. M/C (grade 15 and below) CSEA – Annual	
2. Units – Hourly	
3. CSEA – Hourly to Annual and Annual to Hourly	
4. M/C (Grade 15 and below) and CSEA with Service Award Payment	
5. M/C (Grade 16 and above) and PEF	
6. All M/C, PEF and CSEA	
B. Other Types of Promotions	
1. Promotion Recalculations "Re-promotes" M/C (Grade 15 and below) and CSEA	
2. Promotion to a Grade in Which an Employee Has Prior Service	
3. Promotion on Experience Payment/Salary Increase Award Date	
4. Promotion from a State Agency to the Canal Corporation	
V. RECLASSIFICATION AND REALLOCATION	
A. Reclassification	
B. Reallocation	
VI. LATERAL TRANFER	
A. To a Position Assigned to the Same Negotiating Unit	
B. To a Position Assigned to a Different Negotiating Unit	
C. From Hourly to Annual or Annual to Hourly – CSEA	
D. From State to Canal Corporation	
E. From State to Canal Corporation with Prior Canal Corporation Service	
VII. DEMOTION	
A. All Prior Service in Grade(s) Higher than Grade to which Being Demoted	
B. Demotion to Lower Grade Previously Held	
C. Demotion to Intermediate Grade Not Previously Held	
D. Demotion in Negotiating Unit where Employee is Receiving Longevity Payment	
E. Demotion in Negotiating Unit where Employee is Receiving a Service Award Payment	
VIII. REINSTATEMENT	
A. Reinstatement Within One Year of Separation	
1. Reinstatement to same grade	
2. Reinstatement followed by promotion to a higher grade	
3. Reinstatement to a lower grade	
4. Reinstatement to the Corporation from a State Agency	

5. Reinstatement to a salary administration plan where the employee was receiving a service award payment at the time of resignation	
B. Reinstatement After One Year of Separation	
C. Other Reinstatement Actions	
1. Reinstatement from military service	
2. Reinstatement by appointment from a preferred list	
3. Reinstatement by Civil Service Commission Action	
4. Reinstatement from disability	
5. Reinstatement by Court Order, Arbitrator's Decision, Commissioner of Human Rights, etc.	
D. Reinstatement of Employee Previously on Leave Without Pay	
IX. STEP ADVANCES	
A. Advancement Through the Salary Administration Plan	
B. Performance Ratings	
C. Non-qualifying Service	
D. Repromote	
E. Advancing Employees Whose Salary Falls Between Steps	
X. EXPERIENCE PAYMENTS	
A. General Rules for Experience Payment Eligibility	
B. Regular Experience Payments	
1. Salary on step	
2. Salary not on step	
C. Promotional Experience Payments	
D. Experience Payment after Demotion	
E. Promotion Followed by Demotion and Re-promotion	
F. Interrupted Service	
G. Lateral Transfer between Negotiating Units	
H. Transfer from a State Agency to the Corporation	
XI. LONGEVITY PAYMENTS	
A. General Rules for Longevity Payments	
B. Determining Longevity Payment Awards	
XII. SERVICE AWARD PAYMENTS	
A. Continuous Service for SAP Eligibility	
B. Interrupted Service	
C. M/C (Grade 15 and below) and CSEA (all grades)	
D. SAP Upon Promotion	
1. Within the Same Unit	
2. Between Units	
E. SAP Upon Lateral Transfer	
F. SAP Upon Reinstatement from Disability Termination	
XIII. SALARY INCREASES	
A. All Negotiating Units	
B. M/C (Grade 16 and above) and PEF	
C. M/C (Grade 15 and below) and CSEA	
D. Seasonal Wage Rates	
E. State Employees Upon Transfer/Promotion	

XIV. DIFFERENTIALS	
A. Overtime Pay	
1. M/C (Annual)	
2. CSSEA (Annual or Hourly)	
3. PEF (Annual)	
B. Out-of-Title	
1. M/C (Annual)	
2. PEF (Annual)	
3. CSEA (Annual or Hourly)	
C. Holiday Pay	
D. Emergency Call-Out	
1. M/C and CSEA (Annual or Hourly)	
E. Duty Officer Pay	
F. Lump Sum Vacation Payments	
XV. SALARY ADJUSTMENTS	
A. Salary Underpayments	
XVI. TRAINEESHIPS	

I. INTRODUCTION

The Salary Administration Manual (Manual) was developed in 2005 by the New York State Thruway Authority (NYSTA) to document the rules, factors and processes involved in the calculation of salaries for New York State Canal Corporation (Corporation) employees who were at that time, under the auspices of the NYSTA. Effective 1/1/2027, the Governor transferred the operational function from the NYSTA to the New York State Power Authority (NYPA). This manual has been updated to remove any reference to the NYSTA. The Manual is to be used for cross-training purposes and as an easy-to-use reference tool for staff involved in salary determination and administration in the Office of Human Resources.

While not procedural in nature, the Manual provides specific guidance and direction to staff regarding how employee status changes and components of pay that affect salary determination and administration. As necessary, specific examples are presented to explain how salaries are calculated using actual salary schedules from negotiated contracts. The salary schedules used in the examples provided are indicated in (*parentheses*) immediately following the example. These salary schedules were current at the time the Salary Administration Manual was developed. (See Appendices A-G of the Manual). The salary schedules will be updated appropriately. However, when calculating salaries, be sure to refer to current salary schedules in the most recent negotiated contracts and/or M/C salary schedules in the M/C Handbook.

From time to time throughout this Manual, references are made to New York State salary-related law, which the Corporation follows. While this Manual should, in most cases, provide general guidance to assist staff in salary determination and administration,

instances may arise that are not covered in this Manual. All questions regarding salary determination and/or administration should be directed to the Office of Human Resources.

II. GENERAL INFORMATION

A. Negotiating Units and Management Confidential

Most of the Canal Corporation's job titles are affiliated with a specific negotiating unit or Management Confidential (M/C). The Civil Service titles are listed in the individual negotiating contact agreements (PEF and CSEA) or the M/C Handbook. The salary grade level assigned to each union job title is listed in the Corporation's Classification Listing (Appendix G).

The following is a list of the Corporation's M/C and negotiating units represented:

CSEA Unit III (23)	Corporation Civil Service Employees Association
PEF Unit V (25)	Corporation Public Employees Federal
M/C Unit 6 (26)	Corporation Management/Confidential

B. Components of Pay

Components of pay are the factors that comprise an employee's salary (annual/hourly). Salaries are determined by the following formula:

Salary = Base Salary + Any Additional Applicable Pay Component (which may include promotions, demotions, service awards, experience payments, promotional adjustments and step advances, etc.).

Base Salary - Salary assigned based on grade and step from salary schedule of appropriate negotiating unit or M/C and/or approved by the Canal Compensation Committee.

Additional Pay Components:

Navigation Season Stipends – PEF Canal Electrical Supervisor and Floating Plant Supervisor and M/C Canal Section Superintendent positions will receive an annual $2400 Navigation Season Stipend. This payment will be paid on a bi-weekly basis to the above employee in active pay status during the navigation season. (See PEF Contract and M/C Handbook for specifics).

Service Award Payment - Additional compensation paid to employees in M/C (grade 15 and below) and CSEA after completion of a specific number of years of service.

Duty Officer Payment - Additional compensation paid to M/C employees on a quarterly basis for service in a Duty Officer assignment.

C. Salary Conversion – Hourly to Annual or Annual to Hourly

Sometimes it is necessary to calculate an hourly rate based upon an annual salary and an annual salary based upon an hourly rate. The following conversion formulas are used:

Hourly to Annual: Annual Salary = Hourly Rate x 2080 (# of hours worked per year)
Annual to Hourly: Hourly Rate = Annual Salary/1950 (# of hours worked per year)

Per PEF and CSEA, the Daily Rate shall be calculated by dividing the employee's biweekly salary by ten.

III. INITIAL APPOINTMENT SALARY – No Prior State Service

A. Allocated (Graded) Positions

Increased Hiring Rate
An increased hiring rate may be specified for an individual or group based on approval from the Canal Compensation Committee. Increased hiring rates may result from:

a. Recruitment difficulties for certain titles.
Employees in certain job titles are eligible to receive salaries above the hiring rate, but not to exceed the job rate, on initial appointment.

b. Job qualification.
Employees in certain positions may receive salaries above the hiring rate based on exceptional qualifications.

B. Non-Allocated Positions (Annual or Hourly)

The salary payable on appointment to a non-allocated position may be obtained from:

- Canal Compensation Committee.
- The Canals Compensation Committee sets the seasonal wage rates. Refer to the Corporation's annual Administrative Services Bulletins "Seasonal and Occasional Hourly Wage Rates" for the current hourly wage rates for PEF and CSEA.

IV. PROMOTION, GRADED POSITIONS

A. Basic Promotion (no prior service in any higher grade)

A graded employee who is promoted to a higher graded position receives a promotional increase pursuant to the salary administration plan to which the employee is being promoted.

The employee is always promoted from their current salary grade.

Example: A permanent grade 9 employee is serving as a provisional grade 12. The provisional appointment has been in effect for one month. Upon promotion to a permanent grade 14, the employee's salary would be determined based on the grade 12 salary rate.

Within the same negotiating unit:
An employee's new salary upon promotion within the same negotiating unit is determined from the base salary. The base salary must be no less than the hiring rate of

the position to which the employee is promoted. Service award payments are added after the promotional salary is determined.

Between units:
An employee's new salary upon promotion between negotiating units is determined by adding the service award payment to the base salary prior to applying the promotional rules. The calculated salary must be no less than the hiring rate of the position to which the employee is promoted.

1. **M/C (grade 15 and below) CSEA – Annual**
   An employee, upon promotion, is advanced to the annual rate in the new position which is next higher than the annual rate in the present position. However, if this results in the employee receiving less than an $800 increase for 37.5 hour per week employees, the employee's salary will be advanced ot the next higher annual rate; (next step) of the new position. (Use this calculation for State employees transferring to the Corporation). Add $800 for the promotion, if it's not at the hiring rate, give them the hiring rate salary, if the $800 is between steps, bump the candidate to the next step.

   Example 1: A CSEA Grade 6 employee who is at Step 5 with a base annual salary of $40,711 is promoted to a grade 9 position. The new salary at Grade 9 would be $43,301 (Step 4). (*CSEA Annual Salary Schedule 7/1/2018*)
   An employee re-appointed or re-promoted to a grade level formerly held in an M/C (Grade 15 and below) or CSEA position within 365 calendar days shall not receive a salary rate less than the rate received when the employee last left that grade within the applicable M/C or CSEA salary schedule.

   Example 2: In August, a Grade 6 employee is provisionally promoted to a grade 9 position with a base annual salary of $35,542. In October, the employee goes back to the Grade 6 position. In December, the employee is permanently appointed to the Grade 9 position. The employee's base annual salary cannot be less than $35,542. (*CSEA Annual Salary Schedule 7/1/2018*)

   If upon promotion, the minimum increase of $800 for 37.50 hour employees, would cause an employee's salary to exceed the job rate of the position to which the employee is promoted, the employee's salary would be advanced to the job rate of the higher level position and the remainder of any monies due the employee to provide the full minimum increase of $800 would be paid as a one-time, non-recurring bonus. To calculate the bonus:

   One Time Promotional Bonus is paid only if former salary + $800 brings new salary above Job rate

   Example 3: A CSEA Grade 12 employee earning $53,995995 is promoted to an M/C Grade 13. The employee is currently receiving 20-year SAP of $2,000. Upon promotion, their salary would be $56,795(M/C Grade 13, Step 6) and they would

be eligible to receive a one- time promotional bonus payment of $559.00. ($53,995 + $2,000SAP + $800 minimum promotional increase = $56,795 - $56,236 job rate = $559 one-time promotional bonus). *(CSEA and M/C Annual Salary Schedules 7/1/2018)*

2. Units – Hourly

An employee, upon promotion, is advanced to the hourly rate in the new position which is next higher than the hourly rate in the present position. However, if this results in the employee receiving less than a $0.40 per hour increase for 20/40-hour (50% - 100%) employees, the employee's salary is advanced to the next higher hourly rate of the new position.

An employee re-appointed or re-promoted to a grade level formerly held in the same negotiating unit within 365 calendar days shall not receive a salary rate less than the rate received when the employee last left that grade as increased by the contract agreement. (Refer to example 2 in previous section)

If upon promotion, the minimum increase of $0.40 for 20/40-hour employees, causes an employee's salary to exceed the job rate of the position to which the employee is promoted, the employee's salary is advanced to the job rate of the higher-level position. Then, the remainder of monies due the employee to provide the full minimum increase would be paid as a one-time non-recurring bonus.

One Time Promotional Bonus = [$0.40 - (New Rate–Former Rate)] x 2080

Example: A CSEA Grade 10 employee earning $24.49 is promoted to Grade 11. Upon promotion, their salary would be $25.17 (Grade 11, Step 5). They would be eligible to receive a one-time promotional bonus of $582.40, calculated as follows: [$0.40 – ($25.17 - $24.89)] x 2080 = $582.40. Any SAP would be added to the new salary of $25.17 for Grade 11, Step 5. (*CSEA hourly Salary Schedule 7/1/2018*)

3. CSEA – Hourly to Annual and Annual to Hourly

Employees are moved from the Hourly or Annual Salary Schedule step for step to the Hourly or annual Salary Schedule to which they are being promoted. Then, promotional rules are applied for the type of promotion.

Example: A grade 6 employee at Step 3 on the hourly salary schedule would be placed at Grade 6, Step 3 on the annual salary schedule and then promoted using the annual salary administration plan rules.

4. M/C (Grade 15 and below) and CSEA with Service Award Payment

After promoting an employee, applying the promotional rules to their base pay, any service award payment that they are currently earning (providing their base pay

upon promotion does not exceed the job rate) is added to their base pay along with any other applicable components of pay to determine their total salary.

5. **M/C (Grade 16 and above) and PEF)**
   The same promotion rules apply to M/C (Grade 16 and above) and PEF.

   a. Between Units
      An employee who is promoted or appointed to a position allocated to a grade higher than that which they presently encumber, will receive a promotional experience payment pursuant to the salary administration plan for the grade to which they are being promoted or appointed. If this calculation does not result in a higher salary than the Hiring Rate of the grade to which they are being promoted, their salary is advanced to the Hiring Rate.

      Example: A PEF, Grade 18 employee earning $60,019 (Step 1) is promoted to a Grade 23 in M/C. After adding the promotional adjustment payment of $3,578, the new salary of $63,597, is less than the hiring rate of the M/C, Grade 23. Therefore, the salary is advanced to the hiring rate of $69,387 (*PEF and M/C Salary Schedules 7/1/2017*)

      If one promotional experience payment would cause the employee's salary to exceed the maximum (job rate) of their new grade, they still receive the full experience payment.

      (Because of the compression of the M/C Salary Schedule between Grades 27 and 29, employees who were at the job rate of Grade 27 when they were promoted/reallocated to Grade 29 could earn, at times, less as a Grade 29 than they would have earned as a Grade 27 when they otherwise would have reached the first longevity at Grade 27. To address this situation, the NYS Thruway/Canal Salary Compensation Committee established the "Salary Equity Rule," which upon recommendation of the Director of Personnel and approval of the Director of Human Resource Management, resulted in the promoted employee being placed at the first longevity of Grade 29 on the date the employee would have otherwise moved to the first longevity as a Grade 27.)

   b. Within Units
      If an employee is promoted within the same salary administration plan that they currently encumber, the minimum upon promotion is step one of the grade to which they are promoted. The hiring rate is not a factor in subsequent promotions in the Unit.

      Example: A PEF Grade 14 employee earning the hiring rate of $42, 959 is promoted to a PEF Grade 18. The new salary is $60,019 (Step 1) (*PEF Salary Schedule 7/1/2017*)

6. **All M/C, PEF, and CSEA**

An annual employee (1) receives one promotional adjustment, promotional experience payment or minimum increase, or (2) is advanced to the hiring rate of the grade of the salary administration plan to which they are being promoted, whichever results in a higher salary.

When an employee who is currently being paid at an hourly rate is promoted to an annual salary position, their current hourly rate is first converted to an annual salary by multiplying the hourly rate by 2,080 hours. Once converted, a promotional adjustment, experience payment or minimum increase for the grade to which the employee is being promoted is added to the annual salary to determine their salary upon promotion.

Example: A CSEA, Grade 14 employee earning $27.99 per hour (Step 5) is promoted to a PEF, Grade 16 position. The new salary is $60,859. ($27.99 x 2080 = $ 58,219 + $2,640, between Step 3 and 4 = Step 3). (*CSEA Hourly Rate Schedule 7/1/2017 and PEF Salary Schedule 7/1/2017*)

B. Other Types of Promotions

1. Promotion Recalculations "Re-promotes" M/C (Grade 15 and below) and CSEA

An employee's salary is recalculated when an employee, who is promoted within any of the salary administration plans: (1) would have become eligible for a step advance in their previous position within one year from their promotion AND (2) that step advance results in a recalculated salary less than $0.40/hour (hourly) or $800/year (annual). The employee's next step advance date is then one year from the date of the newly promoted recalculated salary.

Remember, if there are any negotiated salary increases prior to when the employee is due the step advance, be sure to apply the current salary schedule.

Example: A CSEA Grade 6 employee earning $16.22 per hour (Step 2) is promoted effective 9/22/17 to a Grade 9 position earning $17.10 per hour (Step 1). On the Grade 6 step date of 11/10/17, they would have been due a step advance in the Grade 6 to $ 17.43 (Grade 6, Step 3). Because the step advance does not result in an increase of at least $.40 per hour for the promotion ($17.43 (Grade 6, Step 3) vs. $17.10 (current Grade 9, Step 1 salary), their salary is recalculated to the next step of the Grade 9, advanced to $18.39 (Grade 9, Step 2) as of 11/10/17, keeping the 11/10 step date for future step increases in the Grade 9 position. *(CSEA Hourly Salary Schedule 7/1/2017)*

2. Promotion to a Grade in which an Employee Has Prior Service

a. M/C (Grade 15 and below) and CSEA

Restore the employee's salary to the grade and step that they previously held. Then, add any salary increases and step advances due the employee up through the current date, as if the employee had remained in that position.

Example: On a CSEA Grade 9 employee that was earning $35,779 (Step 2) was promoted to a Grade 11 earning $ 36,715 (Step 1). After serving 2 years in the provisional position, their salary had step advanced to $43,539 (Grade 11, Step 3). They then returned to their permanent Grade 9 position. When they were promoted six months later to a permanent Grade 11, their salary upon promotion would be $ 43,539. *(CSEA Annual Salary Schedules 7/1/2015 - 7/1/2017)*

b. MC (Grade 16 and above) and PEF
Reconstruct an employee's salary from the time that they last held such grade. Experience or Promotional Adjustment payments for the grade to which the employee is being promoted or appointed are granted for any year during which the employee held the same or higher grade for the equivalent of 12 complete payroll periods. The salary is also increased in accordance with any salary administration plan salary increases. The employee will receive the greater of (1) the salary resulting from this reconstruction or (2) the salary calculation after applying the promotional rule of the unit to which they are promoted.

Example: A Grade 12, Step 6 employee was promoted to a provisional Grade 16, Step 3 position. After serving in the Grade 16 position for 3 years, the employee's salary advanced to the job rate of Grade 16 (Step 6). The employee returned to the Grade 12 position but was later promoted to a permanent grade 16. The employee's salary upon promotion would be the greater of the following: (1) Grade 16, Step 6 (of the salary administration plan in effect at the time of promotion), or (2) Grade 12, Step 6 + a Grade 16 experience payment.

3. Promotion on Experience Payment Salary Increase Award Date (The award date is the beginning of the pay period that includes July 1.)

The following method of salary computation is used when an employee is appointed or promoted to a higher salary grade on the experience payment/salary increase award date:

a. Add to the employee's salary a regular experience payment of the grade from which the employee is being promoted based on the former salary administration plan.

b. Add one promotional experience payment of the grade to which the employee is being promoted based on the former salary administration plan or increase the employee's salary to the minimum of the new grade, whichever is higher.

c. Increase the result obtained above in accordance with the negotiated salary increases.

Example: A PEF, Grade 15 employee earning $56,316 (Step 3) is promoted on 6/29/17 to a Grade 18. Using the Salary Schedule effective the pay period that includes 7/1/16, the employee's salary would first be advanced to $58,724 (Grade 15, Step 4). Then, a promotional experience payment of $ 2,847 (Grade 18) would be added ($61,571). Finally, the total would be increased by 2% (the salary increases for 2017) and result in a new salary of $ 61,571 ($ 2847 x 1.02 (2% increase) = $62,802, which falls between Grade 18 Steps 1 and 2 on the PEF Salary Schedule effective 7/1/17. *(See PEF Salary Schedules effective 7/1/2016 and 7/1/2017)*

4. Promotion from a State Agency to the Canal Corporation

a. M/C 6 (Grade 15 and below) and CSEA
State employees transferring to the Canal Corporation bring their current State salary with them. They are placed on the appropriate salary administration plan at their current grade. If they are promoting to a position that is paid an hourly rate, their current annual salary with the State is converted to an hourly rate by dividing it by applicable hours of 1950 (37.50 – hour employee) or 2080 (40 – hour employee). Then, the promotional rules of the salary administration plan to which they are being promoted are applied.

Example: A CSEA grade 6, 40 – hour State employee earning $34,813 is promoted to an hourly, Grade 9 position at the Canal Corporation. The annual to hourly conversion results in a salary of $16.74 per hour, which falls between Steps 2 and 3 of a Grade 6. After applying the CSEA promotional rules, the employee's new salary would e $18.39 per hour (Grade 9, Step 2). (*CSEA Salary Schedule 7/1/17*)

b. M/C (Grade 16 and above) and PEF
Add promotional adjustment M/C / experience payment (PEF) to the employee's State salary from the grade and salary administration plan to which the employee is being promoted, or advanced them to the hiring rate, whichever is greater.

Example: A PEF Grade 14 State employee earning $43,690 is promoted to a Grade 18 position at the Canal Corporation. [$43,690 + $2,904 (Grade 18 promotional experience payment = $46,594]. This salary is not at the hiring rate, so the new salary is increased to the hiring rate of $53,418, effective the pay period that includes 7/1/17)]. (*PEF Salary Schedule 7/1/17*)

V. RECLASSIFCATION AND REALLOCATION

A. Reclassification

Reclassification occurs when an agency or appointing authority requests a change in a current title or the creation of a new title. After an internal review and approval, a request is submitted to either the Department of Civil Service or the Canals Compensation Committee for their review and approval. The request can only be for titles that are permanent, temporary or seasonal. There may or may not be a change to a current salary grade level. Approvals are based on the typical duties of the position(s). Where a Reclassification involves an adjustment to the salary grade level of a position, the rules specified below under Reallocation will apply.

B. Reallocation

A reallocation occurs when the salary grade of a position or class of positions is changed with no change in the title, duties or responsibilities. Canals Compensation committee actions, which adjust the title of positions and may also result in adjustments to salary grades, are also deemed reallocations for the purpose of this section.

Reallocations generally occur in one of the following ways:

Determinations made by Civil Service that result in an upward or downward adjustment of the salary grade assigned to a title.

Canals Compensation Committee actions that authorize an upward or downward adjustment in the salary grade assigned to a title.

1. Upward
   For positions reallocated upward, salary is determined by using the promotional rules of the appropriate salary administration plan (see Section IV, Promotion).

2. Downward
   For positions reallocated downward, employees who are incumbents of these positions (i.e. active on the payroll or on approved leave without pay and subsequently reinstated) on the date of the downward reallocation are entitled to continue to receive the salary of the higher grade prior to reallocation. Positions allocated downward are earmarked, and the higher salary level is phased out as the positions become vacant.

VI. LATERAL TRANSFER

A lateral transfer is the movement of a permanent employee, without further competitive examination, from: (1) one position to another position within the same agency or (2) a position within one agency to a position within another agency. In both cases, the lateral transfer may or may not include a change in title.

The following section pertains to lateral transfers within the same grade level for all negotiating units, unless otherwise noted. If an employee is transferring to a higher-grade level, the promotional rules would apply (see Section IV, Promotion).

A. To a Position Assigned to the Same Negotiating Unit

There is no change in salary.

B. To a Position Assigned to a Different Negotiating Unit

Employees maintain their salary from their current salary administration plan and are placed on the salary administration plan to which they are transferring.

Example: If a PEF Grade 18 employee at the job rate ($75,779) transfers to a M/C Grade 18 position, their salary ($75,779) would be $1,449 over the M/C job rate of $74,330. (*Salary Schedules 7/1/17*)

C. From Hourly to Annual or annual to Hourly – CSEA

Employees are transferred step for step from the current salary administration plan to the salary administration plan to which they are transferring. This rule applies regardless of whether the transfer results in an increase or decrease in salary.

D. From State to Canal Corporation

State employees transferring to a Canal Corporation position at the same salary grade level are appointed at their current State salary and placed accordingly on the appropriate salary administration plan. Future salary advancements are in accordance with the salary administration plan to which the employee transferred.

If an employee transferring from the State has a salary that is lower than the Canal Corporation's hiring rate, they are appointed at the hiring rate . an employee with a current salary that is greater than the job rate of the position to which they are transferring keeps that higher rate.

Example: Upon transfer to CSEA at the Canal Corporation, a Grade 6 employee earning $36,745 with the State, would be placed at Grade 6 between Steps 3 and 4 with a salary of $36,745. (*CSEA Salary Schedule 7/1/17*)

E. From State to Canal Corporation with Prior Canal Corporation Service

If employees return to the Canal Corporation within one year, they retain salary rights to their former position. If they return after a break of more than one year, they are appointed at their current State salary.

VII. DEMOTION

A demotion is the voluntary or involuntary placement of an employee in a position allocated to a lower salary grade. When an employee is from a higher-grade position to a lower grade position, they receive salary credit in the lower grade position for their years of service in the higher-grade position as though such service had been rendered in the lower grade position.

For employees coming to the Corporation from a State Agency, Salary Administration staff should contact the OSC Salary Determination Unit for the employee's reconstructed salary. Contact the non-Executive Branch Agencies or Authorities

directly for reconstructed salary determinations. This will ensure that all salary transactions are included in the computation.

For employees of the Corporation, salary reconstruction begins from the date the employee was originally appointed to the lower grade position (unless otherwise noted) and their salary at that time. The reconstructed salary must reflect any general salary increase, step advancements, job rates, experience payments or promotional adjustments, service award payments and/or longevity to which the employee would have bene entitled. In other words, reconstruct salary in the lower grade for the negotiating unit of the position to which an employee is being demoted as if the employee had continuous service in that grade.

Example: CSEA hourly employee was appointed to a Grade 12 position at the salary he previously held $17.17 on 1/6/14. On 9/6/15, the employee is promoted to a Grade 14, but subsequently demoted to Grade 12 on 10/19/17. Their reconstructed salary upon demotion to a Grade 12 is $26.24 Step 5 and is calculated as follows:

1/6/14: Original appointment to Grade 12 = $ 17.17, Hiring Rate
7/1/14: 0% Salary Increase = $17.17, Hiring Rate
1/6/15: Step Advancement to Step 1= $18.45
7/1/15: 2% Salary Increase = $18.82
1/6/16: Step Advancement to Step 2= $20.17
7/1/16: 2% Salary Increase = $20.57
1/6/17: Step Advancement to Step 3 = $21.98
7/1/17: 2% Salary Increase = $22.42
1/6/18: Step Advancement to Step 4 = $24.10
7/1/18: 2% Salary Increase = $24.58 (*CSEA Salary Schedules 7/1/14 – 7/1/18*).

The following sections pertain to demotions in all negotiating units.

A. All Prior Service in Grade(s) Higher than Grade to which Being Demoted
Reconstruct salary from the hiring rate of the lower grade position to the current date (as explained above). The hiring rate of the lower grade position is used because employees have no prior service in the grade to which they are demoted.

Example: On 8/2/14, a CSEA annual employee is appointed to a Grade 9 position at the hiring rate of $30,607. The employee is then demoted to a Grade 6 position on 9/22/17. After salary reconstruction to a Grade 6, the employee's salary is $34,813 (Grade 6 Step 3).

8/2/14: Original appointment to Grade 6 = $26,790, Hiring Rate
7/1/15: 2% Salary Increase = $27,326
8/2/15: Step Advancement to Step 1= $29,304
7/1/16: 2% Salary Increase = $29,890
8/2/16 Step Advancement to Step 2 = $32,007

7/1/17: 2% Salary Increase = $32,647
8/2/17: Step Advancement to Step 3 = $34,813
(CSEA Annual Salary Schedules 7/1/14 – 7/1/17)

B. Demotion to Lower Grade Previously Held

Reconstruct salary from the employee's salary on the date of the original appointment to the lower grade position to the current date (as explained above for CSEA and below for PEF and M/C).

Example: On 12/1/14, a PEF employee was appointed to a Grade 14 position at the hiring rate of $40,481. The employee was then promoted on 7/6/15 to a Grade 18 = $51,344. Upon demotion to a grade 14 position on 9/2/18, their reconstructed salary is $57,951 (Step 4) (*PEF Salary Schedules 7/1/14 – 7/1/18*)

C. Demotion to Intermediate Grade Not Previously Held

Using the start date the employee was promoted to the next higher position than the intermediate grade to which they are being demoted, promote the employee to the intermediate grade position and reconstruct their salary to the current date. An intermediate grade is a grade level higher than the previous lesser grade held.

Example: On 8/1/14, a CSEA employee was appointed to a Grade 6 position at the hiring rate of $26,790. The employee was promoted on 1/15/15 to a Grade 9 at the hiring rate of $30,607, and then received two subsequent promotions; Grade 13 on 7/15/15 and Grade 15 on 5/5/17. On 6/14/17, the employee is demoted to an intermediate Grade 10. Since the employee has not previously held the Grade 10 position, their reconstructed salary upon demotion to a Grade 10 is $ 41,555 (Step 3) and is calculated as follows, starting with the Grade 13 date of promotion (7/15/15):

7/15/15: Promote to Grade 10 Hiring Rate= $31,219
1/15/16: Repromote to Grade 10, Step 1) = $35,043
7/15/16: 2% Salary Increase = $35,744
1/15/17: Step Advancement to Step 2 = $38,242
6/14/17: Salary as of date of demotion = $38,242
(CSEA *Salary Schedules 7/1/14 – 7/1/16*)

D. Demotion in Negotiating Unit where Employee is Receiving Longevity Payment

After reconstructing an employee's salary to determine when they would have reached the job rate in the lower grade, determine their longevity step based upon the number of years they would have spent ta the job rate.

E. Demotion in Negotiating Unit where Employee is Receiving a Service Award Payment

There is no change in the amount of a service award payment when an employee is demoted, providing their salary upon demotion does not exceed the job rate of the

new position. Service award payments are awarded upon completion of a total number of satisfactory years of service with the Canal Corporation not the number of years served in a salary grade.

Reconstruct salary from the employee's salary on the date of original appointment to the lower grade position to the current date and then, add the service award payment.

1. Employee is repromoted because they would have received a step advance on 1/15/01 had they remained in their Grade 9 position.
2. See Longevity Payments section for more information.
3. See Service Award Payments section for more information.

VIII. REIMSTATEMENT

Permanent employees of New York State who have resigned their positions may be reinstated to their former positions, or to positions to which they were eligible for transfer or reassignment, without further examination.

The following rules pertain to all negotiating units.

A. Reinstatement Within One Year of Separation

An employee who has been permanent separated from employment for a period of less than one year is entitled to a reinstatement salary based on their past service.

1. Reinstatement to same grade

Reinstate the employee to salary attained prior to separation and add any salary increases to which the employee would be eligible pursuant to the rules of the appropriate salary administration plan.

The following example applies to employees in M/C (grade 16 and above) and PEF:

Example 1: A PEF, Grade 14 employee earning $51,324 (Step 3) resigns 9/20/14. Upon reinstatement on 8/14/15, their salary would be $52,350 (Step 3). The employee would be entitled to the 2% salary increase effective 7/1/15, but not an experience payment as the employee did not meet the 168 day step requirement for advancement to the next step. (*PEF Salary Schedules 7/1/14 and 7/1/15*)

The following example applies to employees in M/C (Grade 15 and below) and CSEA:

Example 2: A CSEA, Grade 9 employee advanced to Step 3 on 6/2/14 and is earning $37,321. The employee resigns on 9/20/14. Upon reinstatement on 8/14/14, the employee would be entitled to the 2% salary increase effective 7/1/15, resulting in a salary of $38,067 (Step 3). The employee would not

advance to Step 4 until 4/25/16, the reconstructed step date (8/14/15 – 9/20/14 = 327 days; 6/2/14 + 327 days = reconstructed step date of 4/25/15). Next step date is 4/25/16 (Grade 9, Step 4 = $40,804. (*CSEA Salary Schedules 7/1/24 – 7/1/15*)

2. **Reinstatement followed by promotion to a higher grade**
   Follow the rules as stated above I number one to compute the current salary for the grade from which the employee separated, then apply the promotional rules in accordance with the salary administration plan to which the employee is being promoted (See section IV, Promotion).

3. **Reinstatement to a lower grade**
   Reconstruct salary to current date using the salary administration plan to which the employee is being reinstated, as if the employee's service had been in the lower grade.

   Example: A CSEA, Grade 9 employee earning $20.26/hour (Step 4) resigns on 7/27/15 and is reinstated to a Grade 6 position on 4/3/16. Their reconstructed salary upon reinstatement to Grade 6 is $17.95 (Step 4). (*CSEA Hourly Salary Schedule 7/1/15*)

4. **Reinstatement to the Corporation from a State Agency**
   The Office of the State Comptroller (OSC) is asked to compute the employee's salary as if they were reinstating the employee. Then, the employee is placed accordingly on the salary administration plan to which they are being appointed.

   If an employee is being promoted upon reinstatement from the State: (1) place the employee on the appropriate salary administration plan at the step corresponding to the salary obtained from OSC, and (2) apply promotional rules in accordance with the salary administration plan to which the employee is being promoted (See Section IV, Promotion).

5. **Reinstatement to a salary administration plan where the employee was receiving a service award payment at the time of resignation**
   If an employee was receiving a service award payment (SAP) prior to resignation, that SAP is factored into the employee's salary upon reinstatement. However, previous service is not counted toward subsequent SAPs.

   Example: A CSEA, Grade 6 employee earning $19.47 + $0.75 SAP has 12 years of service and resigns on 12/12/15. The employee is reinstated on 8/2/16. Upon reinstatement, their salary would be $19.86 + $0.75 SAP. However, the employee would not be eligible for their 15 year SAP until 8/2/31. (*CSEA Salary schedule 7/1/15*)

B. Reinstatement After One Year of Separation
An employee, who has been permanently separated for a period in excess of one year and returns to employment without the benefit of a reinstatement action (see

section C below), is paid the hiring rate pending reinstatement. If no reinstatement action is granted, the employee is treated as a rehire.

C. Other Reinstatement Actions

An employee who is reinstated following a separation in excess of one year is entitled to a reinstatement salary based on past service/salary attainment and type of reinstatement.

1. **Reinstatement from military service**
   Reinstate employee to salary attained prior to entry into military service and add all step advances (CSEA), experience payments (PEF), or promotional adjustments (M/C) that would otherwise have been processed had the employee not been on a leave and all general salary increases that occurred during the separation period.

   An employee who is serving a traineeship prior to military leave is considered to have completed the traineeship at the scheduled time. The employee shall not be subject to any loss of service.

2. **Reinstatement by appointment from a preferred list**
   Reinstate employee to salary attained prior to layoff and add all general salary increases that occurred during the inactive period. No service is credited toward the application of step advances (CSEA), experience payments (PEF), or promotional adjustments (M/C) during the separation period.
3. **Reinstatement by Civil Service Commission Action**
   Reinstatement by the Civil service Commission cancels the separation in excess of one year. Reinstate employee to salary attained prior to separation and add any step advances (CSEA), experience payments (PEF), or promotional adjustments (M/C) that may have been earned but not paid at the time of separation and any general salary increases that occurred during the separation. The effective date of the higher reinstatement salary is determined by the Commission. Prior to Commission approval, an employee reinstated to the hiring rate.

4. **Reinstatement from disability**
   Reinstate employee to salary attained prior to separation and add any step advances (CSEA), experience payments (PEF), or promotional adjustments (M/C) that may have been earned but not paid at the time of separation and any general salary increases that occurred during the separation period. In salary administration plans where employees are eligible for service award payments, prior services counts towards eligibility. The period of time from disability termination to reinstatement is non-qualifying time towards SAP eligibility.

   Example: An employee that is initially appointment to a position on 12/21/2005, disability terminated on 2/17/2011 and reinstated on 8/18/2012, will be due their 10 year SAP effective 6/22/2016. To determine the new SAP

date, the initial appointment date is extended by the number od ays the employee was not on the payroll (2/17/201 to 8/18/2012 – 548 days; 12/21/2005 + 548 days = 6/22/2007). The employee will have served 10 years effective 6/22/17.

5. **Reinstatement by Court Order, Arbitrator's Decision, Commissioner of Human Rights, etc.**
   Each order usually provides instruction regarding reinstatement and retroactive salary. A Back Salary Award may also include a promotion. Generally, an employee is paid the salary attained prior to dismissal plus any step advances (CSEA), experience payments (PEF), or promotional adjustments (M/C) that would have been earned during the period covered by the Back Salary Award and any general salary increases. You must comply with the Back Salary Award language.

D. Reinstatement of Employee Previously on Leave Without Pay

When an employee was on a leave of absence without pay prior to resignation or termination, the separation date must be determined as outlined below:

1. When an employee on a leave of absence without pay subsequently resigns, the separation date reverts back to the employee's last day on the payroll. This is the date used for determining breaks in service.
2. When an employee on a leave of absence without pay due to an illness or disability is terminated, the separation date is the actual date of termination, **not** the commencement date of the disability leave.

IX. STEP ADVANCES

A. Advancement Through the Salary Administration Plan

Employees in M/C (Grade 15 and below) and CSEA, whose work performance is conserved satisfactory, advance to the next step of the salary administration plan annually on their anniversary date until they reach the job rate (Step 5). An employee's anniversary date (step date) is their date of hire/promotion to current salary grade. Therefore, employees in M/C and CSEA step advance throughout the year.

Example: An employee hired at the hiring rate on 5/1/14 will advance to Step 1 on 5/1/15, Step 2 on 5/1/16, etc.

B. Performance Ratings

Section 140 of the Civil Service Law requires the maintenance and reporting of performance ratings for all employees. Employees must have a satisfactory performance rating for the applicable rating period (year served from date of initial appointment or last step advancement until they reach the job rate) signed by the reviewer(s) and returned to the Office of Human Resources before they are advanced to the next step.

Employees who are at the job rate or above are rated annually from July 1 through June 30 and are deemed satisfactory unless a report of Unsatisfactory Performance is completed and returned to the Director of Human resources.

C. Non-qualifying Service

The following periods of time do not count as qualifying time toward step advancement:

- Leave without pay in excess of 30 days;
- Unsatisfactory service;
- Service in a seasonal position paid at the seasonal (hourly) rate;
- Period between separation from employment and rehire; and
- Time served as a trainee paid at the trainee rate with no prior graded service.

For any of these periods of time, an employee's step advancement date is extended by the number of days spent in non-qualifying status.

Example: An employee step advanced to Step 1 on 2/25/17. From 5/3/17, the employee was granted sick leave without pay. The employee's step advancement date to Step 2 would be extended by the 76 days that the employee was in non-pay status. Therefore, the employee's next step advance (Step 2) would be 5/12/17 (2/25/17 + 76 days = 5/12/17).

D. Repromote

See Repromote (under Other Types of Promotions) in Section IV, Promotion.

E. Advancing Employees whose Salary Falls Between Steps

State employees transferring to a Canal Corporation position at the same grade level are appointed at their current State salary which generally places them between steps on Canal Corporation's salary administration plans. Step advances are awarded upon completion of one year of satisfactory Canal Corporation service. Time toward the completion of the one year of service begins on the date the employees actually starts work.

When an appointee receives a salary that places them in between salary steps, the employee will remain at that salary rate until a step advance to next step is received. If the advancement does not result in the minimum of $0.40 per hour increase for 20/40 hour per week employees or $800 per year increase for 37.5 hour per week employees, the employee is moved to the next highest step.

Example: On 8/15/15, a Grade 9 State employee with a salary of $33,060 transfers to a CSEA, Grade 9 position at the Canal Corporation, which places them between the hiring rate and Step 1. After completion of one year of satisfactory service, their salary advances to $36,495 (Step 2). (CSEA Salary Schedules 7/1/15 and 7/1/16)

X. EXPERIENCE PAYMENTS

Employees in M/C (Grade 16 and above) receive regular promotional adjustments in grade as they advance through the salary administration plan until reaching the job rate, and promotional adjustments upon promotion to a higher grade. *M/C promotional adjustments will be referred to as experience payments for this Section.

Employees in PEF receive regular experience payments in grade as they advance through the salary administration plan until reaching the job rate, and promotional experience payments upon promotion to a higher grade.

A. General Rules for Experience Payment Eligibility

To be eligible for an experience payment, an employee must complete the equivalent of 168 days (12 complete payroll periods) in the year prior to the experience payment date in a grade equivalent to or higher than the grade for which the payment is awarded.

The service year for experience payment eligibility is from July 1 through June 30 of the following year. An employee must receive a satisfactory performance rating for that year to be eligible for the experience payment, which is awarded on the first day of the pay period that includes July 1.

B. Regular Experience Payments

In order to advance through the salary schedule, an employee receives an annual experience payment until reaching job rate. The amount of the experience payment depends on whether or not an employee's salary is on step.

1. Salary on step

Employees who are appointed to the hiring rate receive all salary increases and are advanced to the next consecutive step each year on the first day of the pay period that includes July 1 until they reach the job rate of that position.

Example: A PEF, Grade 18 employee at Step 2 would advance to Step 3 of the salary schedule n effect on the first day of the pay period that includes July 1.

2. Salary not on step

Canal Personnel performs the computation of the experience payment and advises the HRIS team, of NYPA, what the experience payment amount is. Canal Personnel determines at what percent the employee's current salary falls between steps on the salary administration plan for the employee's grade level and then, advance the employee's salary by that percentage between the next consecutive set of steps.

Example: A PEF, Grade 23 employee earning $75,746 on 6/30/14 is between steps 1 and 2. On the first day of the pay period that includes July 1, the

employee would receive an experience payment of $2,073 and their salary would be $81,926, calculated as follows:

1) Calculate the difference between the two steps within which the employee's current salary of $75,746: $78,291 (Step 2) - $72,952 (Step 1 = $5,339.
2) Calculate the total dollar difference between the employee's current salary and the lower of the two steps: $75,746 - $72,952 = $2794.
3) Determine the percent employee's current salary is between steps: $2794/$5339 = 52.3%
4) Calculate the total dollar difference between the next set of steps: $81,682 (Step 3) - $78,291 (Step 2) = $3,391.
5) Multiply the difference between the next set of steps by the percent the employee is between steps: $3,391 x 52.3% = $1,773
6) Add to the lower of the two next steps the amount calculated in #5 above to determine the employee's new salary: $78,291 + $1,773 = $80,064

Note: If there had been a salary increase in 2014, the salary determined in #6 above would be multiplied by the percentage increase and that amount would be added to the salary. For example, the new salary with a 2% increase would be calculated as follows: $80,064 x 2% = $1,601; $80,064 + 1,601 = $81,665.

7) The experience payment is then calculated by subtracting the employee's previous salary from their new salary: $80,064- $75,746= $4,318. (*PEF Salary Schedule 7/1/14)*

C. Promotional Experience Payments

In general, an employee receives an experience payment of the new grade upon promotion (Section XII) (see "Experience Payment" column of the PEF Salary Schedules or "Promotional Adjustment" column of the M/C Salary Schedule). Thereafter, experience payments (regular or promotional) are awarded in accordance with the promotion date.

Note: Determining the amount of promotional experience payment is addressed in the Promotion section. That information is included in the following examples for illustrative purposes only. The amount received upon promotion and the date upon which the promotion occurred is necessary to determine the amount of the experience payment received on the following award date.

1. Promotions effective between July 1 and January 14

a. Employee is advanced to the hiring rate upon promotion because one promotional experience payment results in a salary below the hiring rate of the new grade. (If promoting within the same unit, the employee is

brought to Step 1 because the hiring rate is not a factor in subsequent promotions. Employees serving in traineeships are also brough tto Step 1 upon completion of the program (see Trainees section for more information). Thereafter, they receive a regular experience payment each award date until the job rate is reached.

Example: A CSEA, Grade 14 employee earning $22.09 (Step 2) is promoted on 9/12/15 to a Grade 18 position within PEF. Since the promotional experience payment of $2,791, when added to the employee's current annualized salary of $45,947 ($22.09/hour x 2080 hrs.), would result in a salary of $48,738, the employee's salary is advanced to the hiring rate of $51,344. Therefore, the employee receives a promotional experience payment of $5397 ($51,344 - $45,947). On the next award date, the employee would advance to $58,842, Step 1 of the Grade 18. *(CSEA Hourly Salary Schedule 7/1/15 and PEF Salary Schedules 7/1/15 and 7/1/16)*

b. Employee receives one promotional experience payment upon promotion resulting in a salary that is equal to or exceeds the hiring rate but is less than the job rate of the new grade. Each subsequent award date, the employee receives a regular experience payment until they reach the job rate. In the last year, they receive that part of a regular experience payment that brings their salary to the job rate.

Example: A PEF, Grade 18 employee earning $72,836 (Step 6) is promoted on 10/15/15 to a Grade 23 position. Upon promotion, a promotional experience payment of $3,506 is added to the employee's current salary resulting in a new salary of $76,342 (between Steps 1 and 2). On the next award date, they receive a regular experience payment of $5,393 (determined by calculating the percentage the salary falls between the current steps and advancing their salary that percentage between the next consecutive set of steps - see Section B, number 2) advancing their salary to $81,735. *(PEF Salary Schedules 7/1/15 and 7/1/16)*

2. Promotions effective between January 15 and June 30

Employees promoted between January 15 and June 30 receive the equivalent of two promotional experience payments on or before the award date.

(a) Employee is advanced to the hiring rate upon promotion because two promotional experience payments result in a salary below the hiring rate of the new grade. The following award date, the employee would not receive an experience payment as they have already received the equivalent of two promotional experience payments. Thereafter, the employee receives a regular experience payment each award date until the job rate is reached.

Example: A PEF, Grade 18 employee earning $60,019 (Step 1) is promoted on 2/2/18 to a Grade 23 position within M/C. The employee receives a promotional adjustment of $7,156 (two promotional adjustments $3,578 x 2= $7,156) to bring to hiring rate, but their salary is still below the hiring rate. Their salary is advanced to the hiring rate of $69,387. On the next award date (7/1/18), their salary would remain at $69,387 because they already received more than two experience payments ($9,368) upon promotion. *(PEF Salary Schedule 7/1/17 and M/C Salary Schedules 7/1/17 and 7/1/18)*

(b) Employee receives greater than one but less than two promotional experience payments upon promotion to advance them to the hiring rate of the new grade. The following award date, the employee receives the difference between the experience payment received upon promotion and two promotional experience payments of the new grade, placing them between the hiring rate and Step 1. Thereafter, they receive a regular experience payment each award date until the last year at which time they receive that part of a regular experience payment that brings their salary to the job rate.

Example: A PEF, Grade 18 employee earning $64,546 (Step 2) is promoted on 2/2/18 to a Grade 23 position within M/C. The employee receives a promotional adjustment of $4,841 to advance their salary to the hiring rate of $69,387. On the next award date (7/1/18), the employee receives a promotional adjustment of $2,315 [$7,156 (2 promotional experience payments) - $4,841 (promotional adjustment upon promotion)], advancing their salary to $71,702. *(PEF Salary Schedule 7/1/17 and M/C Salary Schedules 7/1/17 and 7/1/18)*

(c) Employee receives one promotional experience payment upon promotion resulting in a salary that exceeds the hiring rate but is less than the job rate of the new grade. The following award date, the employee receives another full promotional experience payment. Thereafter, they receive a regular experience payment each award date until the last year at which time they receive that part of a regular experience payment that brings their salary to the job rate.

Example: A CSEA, Grade 14 employee earning $58,073 (Step 6) is promoted on 3/24/18 to a PEF Grade 18 position. Upon promotion, a promotional experience payment of $2,904 is added to the employee's current salary resulting in a new salary of $60,977. On the next award date (7/1/18), they receive a second promotional experience payment of $2,962 advancing their salary to $63,939. *(CSEA Salary Schedule 7/1/17 and PEF Salary Schedules for 7/1/17 and 7/1/18)*

3. **Promotions where resulting salary exceeds job rate of the new grade (effective throughout the year)**
   Employee receives one promotional experience payment upon promotion resulting in a salary that exceeds the job rate of the new grade. Thereafter, the employee is not eligible for any further experience payments. After serving five years of satisfactory service at job rate, they are eligible for the first longevity payment. (See Longevity Payments section for more information).

   Example: A PEF, Grade 13 employee earning $60,589 (first longevity) is promoted on 8/5/17 to a Grade 14 position. The employee receives a promotional experience payment of $2,402 to advance their salary to $62,991, which exceeds the job rate ($61,360) of the Grade 14 position. No further experience payments are awarded. *(PEF Salary Schedule 7/1/17)*

D. Experience Payment after Demotion

When an employee is appointed, demoted or reinstated from a higher grade position to a lower grade position, they receive credit toward an experience payment in the lower grade position for their years of service in the higher grade position as though such service had been rendered in the lower grade position.

Example: A PEF, Grade 18 employee hired on 8/8/13 was earning $68,893 (Step 5) prior to demotion. Upon demotion to a Grade 14 position on 6/3/18, their reconstructed salary is $59,162 (Step 5). (For information on salary reconstruction see the Demotion section.) On the next award date, the employee receives a regular experience payment of $995 to advance their salary to $60,157 (Step 6). *(PEF Salary Schedules 7/1/12 through 7/1/17)*

E. Promotion Followed by Demotion and Re-promotion

If any employee is re-promoted to a grade previously encumbered in the year preceding the award date, follow the rules outlined in *C. Promotional Experience Payments* to determine if the employee is entitled to receive an experience payment on the following award date.

F. Interrupted Service

An employee who has been on leave without pay for more than 197 cumulative days during the year preceding the award date is not eligible for a regular experience payment as they do not meet the 168 day minimum.

G. Lateral Transfer Between Negotiating Units

An employee must serve the minimum of 168 days in grade in the year prior to the award date or last experience payment/step advancement in order to be eligible for a regular experience payment. Time served in any negotiating unit qualifies.

H. Transfer from a State Agency to the Corporation

Effective July 1, 1995, employees who transfer to Corporation from a State agency are eligible for a regular experience payment the following award date if such

transfer occurred on or before January 14 of that year. Transfers after January 14 are not eligible for a regular experience payment the following award date as they would not meet the 168 day requirement. Prior State service is not credited as time served in grade toward eligibility for an experience payment.

XI. LONGEVITY PAYMENTS

Employees in M/C (Grade 16 and above) and PEF receive longevity payments after serving a certain number of years at the maximum (job rate) of their grade.

A. General Rules for Longevity Payments

Qualifying service is always figured from the date an employee reached the maximum of their grade. Eligibility for longevity payments is based on the year from July 1 through June 30. To have a year considered for longevity payment eligibility, an employee must complete the equivalent of 168 days (12 complete pay periods) in a grade equivalent to or higher than the grade for which the longevity payment is being awarded and receive a satisfactory performance rating for that year. Longevity payments are awarded on the first day of the pay period that includes July 1.

B. Determining Longevity Payment Awards

Longevity payments are awarded as follows:

- After 5 years of satisfactory service at or above the maximum of their salary grade, an employee is moved to first longevity.
- After 10 years of satisfactory service at or above the maximum of their salary grade, an employee is moved to second longevity.
- After 15 years of satisfactory service at or above the maximum of their salary grade, an employee is moved to third longevity.

An employee may fall between job rate and first longevity or between longevity steps due to promotion, resulting in vacation among payment amounts awarded to employee. Regardless of the dollar amount awarded, an employee is moved to the longevity step that corresponds to their eligible number of years at the maximum of their salary grade.

- M/C employees who were due longevity payments on July 21, 2003 did not receive those payments until June 2004. This delay odes not affect service credit. Therefore, scheduled longevity payments will be awarded as outlined above.
- Because of the compression of the M/C Salary Schedule between Grades 27 and 29, employees who were at the job rate of Grade 27 when they were promoted/reallocated to Grade 29 could earn, at times, less as a Grade 29 than they would have earned as a Grade 27 when they otherwise would have reached the first longevity at Grade 27. To address this situation, the NYS Thruway/Canal Salary Compensation Committee established the “Salary Equity Rule,” which upon recommendation of the Director of Personnel and approval of the Director of Human Resource Management, resulted in the

promoted employee being placed at the first longevity of Grade 29 on the date the employee would have otherwise moved to the first longevity as a Grade 27.

Example: A PEF Grade 23, earning $102,622 (second longevity) was promoted on 8/5/16 to a Grade 25 position. Upon promotion, the employee's new salary was $106,521 (prior salary + promotional adjustment $3,899). Due to annual raises, the employee's salary was $115,302prior to advancing to the first longevity of Grade 25 ($120,941) on the 7/1/21 award date. *(PEF Salary Schedules 7/1/16 through 7/1/21)*

Note: In the example above, had the employee received an unsatisfactory performance rating or failed to meet the 168 day requirement for any year, the longevity payment award would have been extended by that number of years.

XII. SERVICE AWARD PAYMENTS

Service Award Payments (SAP's) are additional money awarded to M/C (Grade 15 and below) and CSEA employees who have completed a certain number of qualifying years with the Canal Corporation as defined in the CSEA negotiated agreement or M/C Handbook. SAP amounts listed throughout this section are per the current M/C Handbook and CSEA negotiated agreement. SAP amounts are subject to change with contract negotiations.

A. Continuous Service for SAP Eligibility

Continuous service for SAPs is defined as employment with the Canal Corporation from the date of first appointment to Canal Corporation position, excluding all periods of unsatisfactory service or part-time employment. A leave without pay for more than six months constitutes a break in continuous service, except for military duty, which will be counted as Canal Corporation service.

B. Interrupted Service

An employee's continuous service is broken, and no prior period(s) of employment are counted when an employee:

- Voluntarily terminates their employment
- Is discharged for just cause
- Abandons their job
- For the sole purpose of calculating the applicability of temporary or seasonal service, continuous service shall be broken so that no prior periods of employment shall be counted when an employee is separated from service except when an employee is terminated from temporary or seasonal employment and received a permanent appointment within 30 calendar days (Pursuant to CSEA Unit III Article 9.1.4, Appendix 2 dated September 21, 2000)

C. M/C (Grades 15 and below) and CSEA (all grades)

Service Award Payments will be paid for all hours worked. SAP will also be part of the employee's salary for retirement purposes and for the computation of overtime.

After promoting an employee, applying the promotional rules to their base pay, any service award payment that they are currently earning (providing their base pay upon promotion does not exceed the job rate) is added to their base pay along with any other applicable components of pay to determine their total salary.

M/C and CSEA Service Awards effective 2018 (subject to change with union negotiations):

- At 10 years, $.50 per hour or $1,000 annually
- At 15 years, increase of $.25 per hour to $.75 per hour or increase of $500 to $1500 annually.
- At 20 years, increase of $.25 per hour to $1.00 per hour, or increase of $500 to $2,000 annually.

Example: Upon completion of ten years of satisfactory Corporation service, employees paid on an hourly rate receives a Service Award Payment (SAP) of $0.50/hour added to their hourly rate, not to exceed the job rate of the grade. Employees paid an annual salary receives an SAP of added to their annual salary, not to exceed the job rate of the grade plus. If the employee's salary (annual/hourly) exceeds the job rate, the employee receives that portion of the SAP which shall cause the employee's salary to equal the job rate. This service award is effective on the employee's tenth anniversary of Corporation service.

D. SAP Upon Promotion

1. Within the Same Unit

Upon promotion, employees with the Corporation, currently receiving an SAP are eligible for such payments or a portion thereof added to their base promotional salary, provided their salary upon promotion does not exceed the job rate of the new position. The SAP or portion thereof is added to the base salary after applying the promotional rules.

Example: A CSEA, Grade 12 employee with 12 years of Corporation service is earning $26.24 (Step 5) + $0.50 SAP = $26.74. Upon promotion on 8/2/18 to a Grade 14 position, their salary would be $26.99 (Step 4) + $0.50 SAP = $27.49. The SAP remains constant as the employee advances through the salary schedule. (*CSEA Hourly Salary Schedule 7/1/18*)

See Promotion section for more information on applying promotional rules.

2. Between Units

(a) Within the Corporation

The following rules apply to employees promoting from CSEA and M/C (Grade 15 and below) to PEF and M/C (Grade 16 and above).

The SAP is added to the employee's base salary prior to applying the promotional rules. If the employee is currently being paid an hourly rate, the hourly rate plus the SAP must first be converted to an annual rate. After determining an employee's annual salary including the SAP, add one experience payment (PEF) or promotional adjustment (M/C) of the new unit grade or advance to the hiring rate, whichever is greater.

Example: A CSEA, Grade 14 employee with 15 years of service is earning $28.55 (Step 5) + $.75 SAP = $29.30. Upon promotion on 8/2/18 to a PEF, Grade 15 position, the employee's salary would be $63,502 [$29.30 x 2080 = $60,944 + $2,558 (Grade 15 experience payment)]. (*CSEA Hourly Rate Schedule 7/1/18 and PEF Salary Schedule 7/1/18)*

E. SAP Upon Lateral Transfer

From Annual to Hourly and Hourly to Annual
After moving an employee's base salary step for step, add the appropriate SAP from the Salary Administration Plan to which they are transferring (See Lateral transfer section for more information).

Example: A CSEA hourly Grade 6 employee with 10 years of service is earning $16.54 (Step 2) + $0.50 SAP. Upon transfer to a CSEA annual position on 8/2/18, their salary would be $33,300 + $1,000 SAP = $34,300). (*CSEA Hourly and Annual Salary Schedules 7/1/18*)

F. SAP Upon Demotion

There is no change in the amount of a SAP when an employee is demoted, providing their salary upon demotion does not exceed the job rate of the new position. After reconstructing (see Demotion section for information on salary reconstruction) the salary to the lower grade position, add the appropriate SAP amount. If an employee is demoted from a negotiating unit within Canals that does not have a service award program (M/C Grade 16 and above and PEF) and enters into a negotiating unit within Canals that does (M/C Grade 15 and below and CSEA), they are entitled to a SAP according to their years of service (this also applies to promotions and transfers between CSEA, PEF and M/C).

G. SAP Upon Reinstatement from Disability Termination

When an employee is reinstated from disability termination, their prior service counts toward SAP eligibility. The period of time from disability termination to reinstatement is non-qualifying time towards SAP eligibility.

Example: An example as stated in Reinstatement Section, C.4.

An employee that is initially appointed to a position on 12/21/2005, disability terminated on 2/17/2011 and reinstated on 8/18/2012, will be due their 10 year SAP effective 6/22/16. To determine the new SAP date, the initial appointment date is extended by the number of days the employee was not on the payroll (2/17/2011 to 8/18/2012 = 548 days; 12/21/2005 + 548 days = 6/22/2007). The employee will have served 10 years effective 6/22/17.

XIII. SALARY INCREASES

A. All Negotiating Units

Salary increases are negotiated between the Canal Corporation and CSEA and PEF and the Canal Compensation Committee for M/C employees. The amount of an increase, the rules for eligibility, and whether there is any retroactive compensation are outlined in the individual negotiated agreements. Salary increases are effective on the first day of the pay period that includes July 1.

B. M/C (Grade 16 and above) and PEF

The salary increase is added to the base salary and/or trainee pay after the promotional adjustment (M/C) or experience payment (PEF) is determined, if any.

Example: A PEF, Grade 18 employee earning $68,880 (Step 4) on 3/19/17 would receive an experience payment from the 7/1/16 Salary Schedule that would advance their salary to $71,676 (Step 5). Then, a 2% salary increase effective 7/1/2018 would increase their salary to $$73,110, (Step 5). (PEF *Salary Schedules 7/1/16 and 7/1/17*)

C. M/C (Grade 15 and below) and CSEA

The salary increase is added to the base salary and any additional components of pay are added thereafter.

Example: See Service Award Payments.

D. Seasonal Wage Rates

Salary increases for hourly wage rates for seasonal and occasional positions are reviewed and approved by the Canal Compensation Committee. The rates are reviewed annually and may or may not include an increase. These rates are announced annually through an Administrative Services Bulletin prior to the onset of the Seasonal Program.

E. State Employees Upon Transfer/Promotion

Employees who transfer or promote from the State on or after April 1 are note eligible for any salary increases until July 1 of the following year.

Example: A State employee who transfers to the Canals on 5/12/18 would be eligible for a salary increase 7/1/19.

IXV. DIFFERENTIALS

Differentials are various types of compensation paid to employees in addition to their base salaries. Differentials amounts listed throughout this section are per the 2018 negotiated agreements. Differential amounts are subject to change with contact negotiations.

A. Overtime Pay

Compensation paid to any overtime eligible employee (overtime eligible employee is defined as non-administrative titles SG-23 and below) for all hours worked in excess of the employee's normal work week, workday or shift. Overtime is paid biweekly and is considered to be part of salary for retirement purposes.

1. **M/C (Annual)**
   Salaried Employee: (Annual Salary/2000) x 1.5 – Overtime Rate

2. **CSEA (Annual or Hourly)**
   Below is the formula to use when figuring overtime for hourly or annual CSEA employees in excess of a 40-hour week.

Overtime rate applies to all hours worked in excess of employee's normal work week.

At the time the employee reports overtime hours worked, the employee may elect to receive either cash payment at their overtime rate of pay or have leave credits at the rate of one and one-half times their overtime hours worked placed in a compensatory overtime bank. The maximum accumulation permitted is 100 hours. Employees who separate from service or move to a position outside CSEA will receive cash payment for the unused time at their hourly rate of pay.

3. **PEF (Annual)**
   Salaried Employee: Salaried Employee: [(Biweekly Salary/10 days)/7.5 or 8 hours] x 1.5 = Overtime Rate

   Overtime rate applies to all hours worked in excess of employee's normal work week.

   Article 11.A.3 of the PEF Contract states that "all authorized overtime worked by an employee on Saturdays, Sundays and holidays (emphasis added), if other than a regular scheduled work day, will be paid at the employee's overtime rate of pay…". Holidays which fall during a regularly scheduled work week are considered outside of a normally scheduled work week, and are therefore eligible for overtime rates.

   Employees in the titles of Grad 24 (only) Professional Engineer or Architect may, upon the approval of their supervisor and the Office of Human Resources, be compensated for overtime in accordance with Appendix A of the PEF Collective Bargaining Agreement.

   At the time the employee reports overtime hours worked, the employee may elect to receive either cash payment at their overtime rate of pay or compensatory time at the rate of one and one-half times their overtime hours worked. The maximum

accumulation permitted is 60 hours per the date of the ratification unless stipulated by future negotiated agreements. When an employee leaves the PEF bargaining unit, the compensatory time shall not expire and will be paid to the employee in cash at the employee's current hourly rate.

C. Out-of-Title

Out-of-title is compensation paid to a qualified employee assigned to perform essential duties of a higher level position. Salary is determined in accordance with the promotional rules and salary schedule of the various bargaining units to which the out-of-title position is designated. Out-of-title pay is only for actual hours worked performing duties of the higher-level position and not for time charged to accruals or during leaves of absence. Out-of-title is paid biweekly and is part of salary for retirement purposes.

1. **M/C (Annual)**
   An employee in the promotional field for any position shall be entitled to receive out-of-title pay for any consecutive period of time after 10 workdays during which such employee is assigned and is performing the duties of such position. An employee is not in the promotional field for such position will receive out-of-title pay after the employee has been assigned and performed such duties for no less than 10 calendar days and no more than 90 calendar days.

2. **PEF (Annual)**
   An employee in the promotional field for an position shall be entitled to receive out-of-title pay for any consecutive period of time after 10 workdays during which such employee as assigned and is performing the duties of such position. An employee who is not in the promotional field for such position will receive out-of-title pay after the employee has been assigned and performed such duties for no less than 10 calendar days and no more than 60 calendar days.

3. **CSEA (Annual or Hourly)**
   Compensated for all hours worked in excess of two consecutive workdays, while performing the duties of the higher level position.

D. Holiday Pay

All employees covered by the Attendance Rules will receive time off with pay for each of the following 12 holidays:

New Year's Day	Memorial Day	Election Day
Martin Luther King, Jr. Day	Independence Day	Veterans Day
Lincoln's Birthday	Labor Day	Thanksgiving Day
President's Day	Columbus Day	Christmas Day

Effective July 1, 2018, for M/C and CSEA employees, and effective July 1, 2019 for PEF employees, the Corporation, on an annual basis, will designate two (2) floating holidays in January and two (2) floating holidays in July each year for the employee to use within one year of allocation (prior to these effective dates, the employer designated up to for (4) floating holidays

in July of each year for these holidays). Employees shall have the opportunity to select on an individual basis the dates upon which such floating holidays shall be observed by them, consistent with the reasonable operating needs of the Corporation. Current designated floating holidays are as follows (Refer to CSEA and PEF negotiated agreements and the M/C Employee Handbook for the updates, if any):

Lincoln's Birthday	President's Day
Columbus Day	Election Day

Refer to the annual Administrative Services Bulletin entitled Public and Floating Holidays for rules governing holiday and floating holiday leave.

E. Emergency Call-Out

Compensation paid to eligible employees for time worked when called out for an emergency before or after the employee's regular working hours. Such time worked must not extend into or be a continuation of the employee's regularly scheduled shift or workday. Emergency call-out is paid biweekly at the employee's overtime rate of pay and is part of salary for retirement purposes.

1. M/C and CSEA (Annual or Hourly)

Compensated at the overtime rate of pay for a minimum of four hours when called out for an emergency before or after an employee's regular working hours. If an employee is called out more than once in a four-hour period, employee will be paid at the overtime rate of pay for a minimum of four hours for the last call-out and for time actually worked on the preceding call-out.

F. Duty Officer Pay

Overtime eligible Management/Confidential (M/C) Grade 23 employees and non-overtime eligible Management/Confidential (M/C) employees in Grade 24 through 31, with the exception of Regional Engineers and Department Heads, will be eligible to receive a prorated stipend for service as a Duty Officer. As outlined below, the stipend for M/C employees in Grades 23 through 31 will be paid quarterly based on the number of 24-hour periods served as Duty Officer. Payment will be included in the employee's paycheck in the last pay period of the month following the end of the quarter.

Number of 24-Hour Periods as Duty Officer During the Quarter	Quarterly Stipend
0-4	$0
5-9	$375
10+	$750

G. Lump Sum Vacation Payments

A Canal Corporation employee who is covered by the NYS Canal Corporation Attendance Rules with CSEA, PEF and M/C Provisions earns annual (vacation) leave accruals, upon

separation from Canal Corporation service, may be paid for up to 30 days accrued and unused vacation credits, in accordance with the applicable bargaining unit provisions.

Employees must have completed 13 biweekly pay periods of service before being credited with 6 ½ days of vacation credit. No lump sum payment will be made until the credits are earned.

Payments are processed as follows:

- Payments made to employees who separate from service through resignation with two-weeks prior notice, retirement or layoff will be processed within two pay periods from the date of separation.
- Payments made to the estate or beneficiary of a deceased employee will be processed upon receipt of proper documentation, as required by law.
- Employees who separate from service due to a dismissal for cause will not be compensated for accrued and unused vacation credits.

XIV. SALARY ADJUSTMENTS

Salary adjustments are transactions with an effective date prior to the payroll in which they are submitted. The Bureau of Personnel runs a daily report of any transactions with an effective date outside the current payroll, reviews the transactions, and notifies Payroll of employee's due retroactive adjustments. Whenever an error is discovered in an employee's salary, their salary is corrected immediately.

A. Salary Underpayments

When a salary underpayment is discovered, the employee's salary is adjusted at the beginning of the next pay period to reflect the correct salary. The total amount due the employee from the date the error first started occurring is also paid in one lump sum payment. There is no time limit for the adjustment of monies due an employee.

B. Salary Overpayments

When a salary overpayment is discovered, the employee's salary is adjusted at the beginning of the next pay period to reflect the correct salary. If the error existed for 26 pay periods or less immediately preceding the date of the correction, the full amount of overpayment will be collected. If the error existed for more than 26 pay periods prior to the date of correction, the amount of overpayment for the 26 pay periods immediately preceding the date of correction of the error will be collected. No overpayment amounts will be recovered beyond the 26 pay period time frame.

After the amount of the overpayment is determined, a letter is sent to the employee informing them of the amount of the overpayment and their options for repayment (e.g. biweekly deductions or full payment).

XV. TRAINEESHIPS

Currently the Corporation has administrative traineeships in M/C, PEF or CSEA units. They are generally for a two-year period. Supervisors are to provide trainees with an Individual Development Plan (IDP) with specific duties, course work, readings, noted

required certifications and/or licenses, and other milestones to be met during each level of the traineeship.

Prior to the transfer of function of the Canal Corporation (Corporation) from the NYS Thruway Authority (NYSTA) to the New York Power Authority (NYPA), the Corporation's administrative traineeships were NOT equated to a salary grade. However, in reviewing historical transactions, "traineeship rates" at the NYSTA were consistent with the hiring rates for M/C and/or PEF SG-13 and SG-14 leading to the targeted title of a SG-18.

After the transfer, the Corporation's and NYPA's Executive Management reviewed NYSTA and NYS Agency traineeship practices for salaries and benefits. NYPA/Corporation decided to mirror the procedure developed for State Agencies by the Department of Civil Service and the Office of the State Comptroller's Salary Determination Unit to be consistent with NYS Agency procedure and benefits packages, it was decided that each level of traineeships will be equated to a salary grade (SG). Employees would be placed at the hiring rate or appropriate step of the appropriate Salary Administration Plan for the unit and would receive salary advancement based on those specific procedures. Also, trainees would be immediately appointed to the appropriate benefit package for that unit and traineeship.

Below is guidance when appointing employees to a traineeship for the specific unit.

Guidance When Determining Traineeship Salary
The trainee is always paid by the method that results in the higher salary.

Reinstatements
An employee who is serving a traineeship prior to military leave is considered to have completed the traineeship at the scheduled time. The employee shall not be subject to any loss of service.

Inclusion of Time Served While Being Paid at the Trainee Rate Towards Advancement
If the employee returns to their previous graded position, the time served at the trainee rate (provided the trainee rate is equal to or greater than their previous salary) is credited toward their next step advancement.

No Prior State Service
When appointing an employee to a traineeship, the salary is at least the hiring rate for equated salary grade for each of trainee levels within that specific traineeship; SG-13/SG-14 leading to SG-18, or SG-8/SG-10 leading to SG-11, etc.

Prior State Service
When appointing an employee who has prior state service, if the employee's salary immediately prior to the appointment is higher than the hiring rate of the equated

salary grade, then the employee maintains their current salary for the Trainee 1 level.

Human Resources determines where the employee falls within that specific Unit's Salary Administration Plan and ensures that the candidate is placed in the appropriate benefit package for the Traineeship; M/C, PEF, or CEA.

All trainees continue to receive all salary increases as negotiated by their respective unit.

Examples:
On 4/4/18, a State M/C SG-15 candidate was appointed to the Trainee 1 level equated to SG-13 of the M/C Administrative Specialist traineeship. Their current state salary is above the hiring rate of the equated SG-13 for the Trainee 1 level, so they retain their current salary of $52,085, that included a 2% salary increase for 2018. They are then placed in the M/C Salary Administration Plan between Steps 4 ($50,861) and 5 ($53,801) on the current M/C Annual Salary Schedule 7/01/2017, documented as "at Step 4 (the lower of the steps). The employee was credited with the additional 1% parity increase provided to M/C employees using the M/C Annual Salary Schedule 7/1/2018, bringing their salary to $52,606, between Steps 3 ($51,319) and 4 ($53,881), documented as "at Step 3 (the lower of the steps). On 4/4/19, the employee is advanced to the Trainee 2 level equated to SG-14, of the M/C Administrative Specialist traineeship. As noted above, employees are guaranteed a raise of at least $.40 for hourly employees or $800 for annual employees. *Current salary is $52,606 + $800 = $53,406, less than the next step, so the employee is placed on step at the next step, to $54,167, at Step 3, using the M/C Annual Salary Schedule 7/01/2018 (*M/C Annual Salary Schedules 7/1/2017 and 7/1/2018)*

***NOTE:** The Salary Administration Plan for M/C (Grade 15 and below) and CSEA states that upon promotion, the employee's salary is advanced teo the next step in the equated salary grade which is next higher than the employee's current salary in the present position. However, if this results in the employee receiving less than an $800 increase (for 37.5 hour per week employees), the employee's salary will be advanced to the next higher step of the new position. (Use this calculation for State employees transferring to the Corporation. Add $800 to their current salary for the promotion. If their salary is not at the hiring rate of the equated salary or between steps, place them "on step" at the next step on the salary schedule for the Salary Administration Plan. (Effective 2/25/99, the NYSTA and Canal Corporation Compensation Committee approved the recommendation to guarantee a raise of at least $.40 per hour or hourly employees or $800 per year upon appointment for annual employees when being appointed to an administrative traineeship.)

If the position to which the employee will advance upon completion of the traineeship is allocated to a lower grade than the employee's current position, the employee is entitled to receive a reconstructed salary as if service in the higher grade were performed in the lower grade for which they are training.

Service Award Payments
Service Award Payments are paid to employees in CSEA and M/C (Grade 15 and below) who have completed ten years of satisfactory Corporation Service. Below are the rates:

CSEA Service Awards:

- At 10 years, $.50 per hour or $1,000 annually
- At 15 years, increase of $.25 per hour to $1.00 per hour, or increase of $500 to $1,500 annually.
- At 20 years, increase of $.25 per hour to $1.00 per hour, or increase of $500 to $2,000 annually.

If an employee who is being appointed to a traineeship has completed the above satisfactory years of service, the service award is added during the salary calculation.

If the employee's salary is below the equated salary's hiring rate, make sure the service award payment is included. If it is and the salary is still below the equated hiring rate, then add $800 (the guaranteed raise).

Example:
On 10/21/17, a CSEA employee, SG-11, is promoted to an M/C Administrative Specialist Trainee 1 equated to SG-13 at their current salary. ($47,738 + $1500 (15 year) service award payment plus $800 for the guaranteed promotional raise = $50,038). Bring employee to next step, on step to $50, 861, at Step 4. (*M/C Annual Salary Schedule 7/1/2017)*

The employee continues to receive all salary increases in their new Unit.
When the employee is appointed to the Trainee 2 level, their salary includes the service award payment again unless it would cause the salary to go over the job rate. If the employee's salary is above the equated salary hiring rate, then the employee is advanced to the next step on the Unit's salary plan.

Salary Upon Advancement to Next Trainee Level
After the completion of 52 weeks of satisfactory service, or the stipulated period in the traineeship, the trainee paid at the equated salary grade is advanced to the next equated salary trainee level in accordance with the traineeship in which they are serving. Add $800 to their current salary for the promotion. If their salary is not at the hiring rate of the equated salary or between steps, place them "on step" at the next step on for the Salary Administration Plan.

If upon advancement to the next Trainee level, the equated salary grade exceeds the job rate of the Trainee 2 level, the employee retains their current salary.

Salary Upon Completion of Traineeship

Upon successful completion of the traineeship, the trainee advances to the targeted title position, i.e., SG-18, from the Trainee 2 level equated salary grade within the appropriate Salary Administration Plan.

1.) Employees being paid the trainee rate advance to the hiring rate or appropriate step (as noted in the negotiated agreements) of the targeted title salary grade.
2.) Employees in a graded position whose salary is greater than the hiring rate or above the job rate of the targeted title maintains their currently attained trainee salary.
3.) Employees serving in traineeships are also brought to Step 1 upon completion of the program (see Trainees Section for more information). Thereafter, they receive a regular experience payment each award date until the job rate is reached.

Early Advancement in a Traineeship:

If at the time of appointment, it was determined that the trainee has a level of education and/or expertise and was approved by Civil Service, the candidate is "advanced placed" to the second level of the traineeship for the targeted title. Therefore, they CANNOT be early advanced as the employee must complete at least 52 weeks in the traineeship.

Early advancement should be the exception, not the rule, as the Corporation and employees must demonstrate the trainee is performing at the targeted title level which is required for the completion of the traineeship.

Below are specifics and milestones trainees must meet to be eligible for early advancement of any traineeship:

- Trainees received the highest performance rating at the 12th and 18th month evaluation of the trainee service AND,
- Demonstrate performance of the full range of duties and responsibility of the targeted title grade level. By early advancing a trainee, the agency is attesting that the trainee is performing the full range of duties and responsibilities of that targeted title grade level.
- If early completion, the trainee would be advanced to the hiring rate of the targeted title; i.e., SG 18 effective the date of the early advancement of the traineeship.

XVIII. DISTRIBUTION

Canal Corporation
Director of Administrative Services
Director of Human Resource Management
Director of Employee Relations

NYPA
Chief of Staff
Canal Corporation Chief of Staff

Chief of Staff & VP Labor, Office of the COO
VP, Total Compensation & HRIS
Assistant General Counsel, Human Resources and Labor Relations
Senior Manager, Payroll Department

XIX. APPENDICES

A. M/C Salary Schedule (2016-2019) includes 2018-2019 M/C Alignment
B. PEF Salary Schedule (2012 – 2021)
C. CSEA Annual Salary Schedule (2012 -2021)
D. CSEA Hourly Salary Schedule (2009 - 2021)
E. Seasonal & Occasional Hourly Wage Rates (2018 & 2021) CSEA Unit 111, PEF Unit V
F. Rationale for Appointing Employees to an M/C Traineeship
G. Compensation Committee Executive Order for Transferred NYS Thruway Employees to Canal Corporation
H. Canal Corporation WC, PEF and CSEA Title Classification List
I. NYS Thruway Authority/Canal Corporation Salary Equity Rule (M/C SG 27.29 Rule)
J. How to Figure PEF Off Step Annual Step Increases
K. Information for Thruway Authority/Canal Corporation Employees Affected by Layoff

NEW YORK STATE OF OPPORTUNITY. Canal Corporation

Exhibit 37
March 18, 2025

Memorandum

To: Section Superintendents

From: Philip Kelly PBHK
Director, Human Resources

Date: October 28, 2024

Subject: Social Leave for Holiday Luncheons 2024

* * * * *

Section employees may attend upcoming Holiday events as a Social Leave-designated event with supervisor approval. The event must be open to all employees, irrespective of union or management affiliation, to qualify as a Social Leave event.

Employees must attend the event and must work that day to be eligible for Social Leave. In all cases, supervisory approval must be obtained in advance. No travel time, overtime, or compensatory time shall be granted, and work schedules (either days or hours) are not to be changed for the day of the event. Employees are not permitted to use Canal Corporation vehicles to travel to or from the event. As with any other leave, employees will only be granted Social Leave subject to operational needs.

Employees are reminded that all Canals policies relating to employee conduct, including the prohibition on the consumption of alcoholic beverages while in the workplace or being impaired during the performance of work, remain in full effect. In off-site events, employees should be aware of these requirements, and of behavior expectations that apply to such off-site events.

Hourly seasonal employees, who do not accrue leave, may participate in Holiday events at the discretion of their Regional Engineer subject to operational need.

cc: Dave Mellen, Ambrose Barbuto, Joseph Moloughney, Brendan Simon, Rebecca Hughes
TJ Germano, Employee Relations

Exhibit 38
March 18, 2025

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: November 26, 2024

To: See Distribution List

From: Philip Kelly
Director, Human Resources

Subject: Social Leave for Holiday Luncheons 2024

Headquarters employees may attend upcoming Holiday events as a Social Leave-designated event with supervisor approval. The event must be open to all employees of your work unit, irrespective of union or management affiliation, to qualify as a Social Leave event.

Employees must attend the event and must work that day to be eligible for Social Leave. In all cases, supervisory approval must be obtained in advance. No travel time, overtime, or compensatory time shall be granted, and work schedules (either days or hours) are not to be changed for the day of the event. Employees are not permitted to use Canal Corporation vehicles to travel to or from the event. As with any other leave, employees will only be granted Social Leave subject to operational needs.

Employees are reminded that all Canals policies relating to employee conduct, including the prohibition on the consumption of alcoholic beverages while in the workplace or being impaired during the performance of work, remain in full effect. In off-site events, employees should be aware of these requirements, and of behavior expectations that apply to such off-site events.

Hourly seasonal employees, who do not accrue leave, may participate in Holiday events at your discretion, subject to operational needs.

Distribution List:

Brian Stratton, Rebecca Hughes, Ambrose Barbuto, Lisa Wright, Jamie Deluca, Ed Lawson, Aaron Mattoon, Matt Lengel, Joe Savoie

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: **March 18, 2025**

To: **GOVERNANCE COMMITTEE**

From: **BETHAIDA GONZÁLEZ, GOVERNANCE COMMITTEE CHAIR**

Subject: **Annual NYPA and Canal 2024 Board Evaluation Pursuant to Sections 2800 and 2824 of the Public Authorities Law and Guidance of the Authorities Budget Office**

SUMMARY

The Committee is requested to recommend to the New York Power Authority Board of Trustees ("Board of Trustees") and New York State Canal Corporation Board of Directors ("Board of Directors") approval of the Annual Board Evaluation Summary of 2024 (Exhibit A) and authorize the Corporate Secretary to submit the summary to the Governor, legislative leaders, the State Comptroller and the Authorities Budget Office ("ABO") pursuant to Section 2800 of the Public Authorities Law, as amended by the Public Authorities Accountability Act of 2005 ("PAAA"), within 90 days of the close of the Authority's fiscal year.

BACKGROUND

The 2009 Public Authorities Reform Act requires that the board of every state and local public authority conduct an annual evaluation of its performance. Board member comments are protected from disclosure under Article 6 of the Public Officers Law, but the results of the assessment are to be provided to the ABO. To the extent that the results of this evaluation demonstrate the need for the board to improve its performance, amend its practices or procedures, or clarify its expectations of board members, the board is expected to implement suitable corrective actions immediately.

FISCAL INFORMATION

There is no anticipated fiscal impact.

RECOMMENDATION

The Governance Chair is requesting the Committee recommend that the Board of Trustees and Board of Directors approve the Annual Board Evaluation Summary for 2024 and authorize the Corporate Secretary to submit the summary to the Governor, legislative leaders, the State Comptroller, and the Authorities Budget Office ("ABO") as required by Public Authorities Law Section 2800 at their next meeting.

For the reasons stated, I recommend the approval of the above-requested action by adoption of the resolution below.

Bethaida González
Governance Committee Chair

R E S O L U T I O N

RESOLVED, Pursuant to Sections 2800(1)(a)(15) and 2800(2)(a)(15) and Section 2824(7) of the Public Authorities Law and Guidance of the Authorities Budge Office, the Authority and Canal Board is required to annually submit a summary of the Board Evaluation to the Governor, the Chairman and Ranking Minority Member of the Senate Finance Committee, the Chairman and Ranking Minority Member of the Assembly Ways and Means Committee, the State Comptroller and the Authorities Budget Office, within 90 days after the end of its fiscal year; and be it further

RESOLVED, the Governance Committee recommends the adoption of the 2024 Annual Board Evaluation Summary to the Authority's Board of Trustees and the Canal Corporation's Board of Directors as required by Section C (2) of the Governance Committee Charter.

RESOLVED, That pursuant to Sections 2800(1)(a)(15) and 2800(2)(a)(15) and Section 2824(7) of the Public Authorities Law and Guidance of the Authorities Budget Office, the 2024 Annual Board Evaluation Summary is hereby adopted and the Corporate Secretary is hereby authorized to submit to the Governor, the Chairman and Ranking Minority Member of the Senate Finance Committee, the Chairman and Ranking Minority Member of the Assembly Ways and Means Committee, the State Comptroller, and the Authorities Budget the adopted 2024 summary; and be it further

RESOLVED, That the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

EXHIBIT A
MARCH 18, 2025

2024 Confidential Evaluation of NYPA/Canal Board Performance

Criteria	Agree	Somewhat Agree	Somewhat Disagree	Disagree
1. Board members have a shared understanding of the mission and purpose of:				
a. New York Power Authority.	**7**			
b. Canal Corporation.	**7**			
Comments:				
2. The policies, practices and decisions of the Board are always consistent with the mission and purpose of:				
a. New York Power Authority.	**7**			
b. Canal Corporation.	**7**			
Comments:				
3. Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles.	**7**			
Comments:				
4. The Board adopts and reviews annually policies, by-laws, and practices for the effective governance, management and operations of:				
a. New York Power Authority.	**7**			
b. Canal Corporation.	**7**			
Comments:				
5. The Board sets clear and measurable performance goals that contribute to accomplishing its mission for the Authority:				
a. New York Power Authority.	**7**			
b. Canal Corporation.	**7**			
Comments:				
6. The decisions made by Board members are arrived at through independent judgment and deliberation, free of political influence, pressure or self-interest.	**7**			
Comments:				
7. Individual Board members communicate effectively with executive staff to be well informed on the status of all important issues.	**7**			
Comments:				
8. Board members are knowledgeable about the programs, financial statements, reporting requirements, and other transactions of:				
a. New York Power Authority.	**6**	**1**		
b. Canal Corporation.	**6**	**1**		
Comments:				
9. The Board meets to review and approve, where required by law, all documents and reports prior to public release and is confident that the information being presented is accurate and complete on behalf of:				
a. New York Power Authority.	**7**			
b. Canal Corporation.	**7**			
Comments:				

10. The Board knows the statutory obligations and compliance status with laws applicable to:				
a. New York Power Authority.	**5**	**2**		
b. Canal Corporation.	**5**	**2**		
Comments:				
11. Board and committee meetings facilitate open, deliberate and thorough discussion, and the active participation of members.	**7**			
Comments:				
12. Board members have sufficient opportunity to research, discuss, question and prepare before decisions are made and votes taken.	**6**	**1**		
Comments: ***Sooner we get materials the better***				
13. Individual Board members feel empowered to delay votes, defer agenda items, or table actions if they feel additional information or discussion is required.	**6**	**1**		
Comments:				
14. The Board exercises appropriate oversight of the CEO and other executive staff, including setting performance expectations and reviewing performance annually.	**7**			
Comments:				
15. The Board has identified the areas of most risk and works to implement risk mitigation strategies before problems occur with management of:				
a. New York Power Authority.	**7**			
b. Canal Corporation.	**7**			
Comments:				
16. Board members demonstrate leadership and vision and work respectfully with each other.	**7**			
Comments:				

Date Completed: <u>February 18, 2025</u>

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: **March 18, 2025**

To: **GOVERNANCE COMMITTEE**

From: **PRESIDENT and CHIEF EXECUTIVE OFFICER**

Subject: **Annual Review and Approval of Guidelines for the Investment of Funds and 2024 Annual Report on Investment of Authority Funds**

SUMMARY

The Committee is requested to recommend to the New York Power Authority Trustees the adoption and approval of the Guidelines for the Investment of Funds and 2024 Annual Report on Investment of Authority Funds.

BACKGROUND

Section 2925 of the Public Authorities Law requires the review and approval of an annual report on investments. Pursuant to the statute, the attached report includes Investment Guidelines that set standards for the management and control of the Authority's investments; total investment income; a statement of fees paid for investment management services; the results of an independent audit; a detailed inventory report for each of the Authority's investment portfolios as of December 31, 2024; and a summary of transactions with brokers, dealers, and banks. All the investment activity that occurred in 2024 is summarized in this report. The approved annual report is filed with the State Division of the Budget, with copies to the Office of the State Comptroller, the Senate Finance Committee and the Assembly Ways and Means Committee. The report is also available to the public upon written request.

DISCUSSION

1. Overview of 2024 Annual Report on Investment of Authority Funds

As of December 31, 2024, the Authority's investment portfolios, exclusive of the separately managed Other Post-Employment Benefits Trust Fund, held at year-end approximately $2.1 billion in cash and investments. $1.7 billion was held in the Authority's General Bond Resolution Operating Fund and Capital Fund. Amounts in the Capital Fund include cash and investments from the proceeds of bond and note issuances for construction projects currently under way, such as construction and life extension and modernization projects and other Authority monies. In addition, the Authority held $168 million of cash and investments in the Transmission Bond Resolution for Separately Financed Projects (SFP) accounts, $120 million of cash and investments in the Captive Insurance, and $98 million of cash and investments in the NY Renewable Energy Development Holdings Corporation ("NYRED").

General Bond Resolution:

The Operating Fund was created by the Authority's General Resolution Authorizing Revenue Obligations adopted on February 24, 1998, as supplemented and amended (the "General Bond Resolution"). A number of internal reserves have been established within the Operating Fund, as follows (year-end balances noted in parentheses):

- **Operating Reserve ($175 million) –** The Operating Reserve includes a reserve for working capital and emergency repairs to the Authority's projects. The Authority's Trustees have established a minimum reserve amount of $175 million for this purpose and funds cannot be released for "any lawful corporate purpose" (pursuant to Section 503(1)(e) of the General Bond Resolution) unless this minimum reserve level is satisfied. The December 31, 2024, Operating Reserve of $175 million reflects this $175 million minimum. In addition, staff may deem prudent to reserve an excess amount for uncertainties in cash flows and commitments related to operations and maintenance of the Authority's facilities.

- **Debt Service Reserve ($104 million)** – The Debt Service Reserve is funded to ensure that sufficient amounts are available to pay the maximum annual debt service obligations when due. Not including commercial paper, the Authority's maximum annual General Bond Resolution debt service as of December 31, 2024 (principal and interest payments) was approximately $102.4 million.

- **Energy Hedging/Fuel Reserve ($90 million)** – This Reserve was established to have funds available for use as collateral that may be required to support the Authority's authorized fuel and energy hedging transactions.

- **Spent Fuel Reserve ($258 million)** – The Spent Fuel Reserve was created to maintain funds to match a Department of Energy obligation to pay for the processing and final disposition of spent nuclear fuel burned by the Authority when it owned the Indian Point #3 and James A. FitzPatrick nuclear plants.

- **Capital Project Reserve ($339 million) –** This amount is being set aside to partially fund major new investments in energy infrastructure by the Authority. In order to minimize customer costs, maintain the Authority's financial metrics and maintain ready access to the capital markets, it has been determined that the major investments should be financed with a portion funded by debt and a portion funded by Authority cash or, in effect, its "equity." This Reserve has been established to provide this equity. The Authority's capital budget for 2025 is forecasted to be $896 million for capital spending. The Capital Project Reserve amount was set at approximately fifty percent of the 2025 capital budget, less Canal Capital, CEEC, SmartPath, SmartPath Connect and Renewables projects, or approximately $678 million.

- **Committed Funds ($67 million)** – The Authority holds these funds in separate portfolios within the Operating Fund and these funds have been earmarked for economic development and relicensing programs.

In addition to the Operating Fund, as of December 31, 2024, the Authority separately held a total of $535 million in cash and investments from the proceeds of bond and note issuances and other Authority monies in its construction portfolios. These funds are earmarked for the Authority's construction projects, such as transmission projects, and construction of the new Authority's new headquarters building.

New York Renewable Energy Development Holdings Corporation ("NYRED"):

The Authority Trustees approved at the September 2024 meeting the formation of New York Renewable Energy Development Holdings Corporation, a wholly-owned subsidiary of the Authority incorporated under NYS Business Corporation Law ("BCL") §402. The Trustees also approved the release of $100 million from the General Bond Resolution and the transfer of such amount to NYRED in order to fund the operations of NYRED and make certain capital investments necessary to develop renewable energy projects.

Restricted Funds:

In addition to securities invested under both the General Bond Resolution and Transmission Bond Resolution, the Authority held approximately $21.4 million in cash and treasury securities. These restricted funds include the Petroleum Overcharge Restitution ("POCR") funds ($13 million), and others ($6 million).

Summary of Investment Results:

The Authority's portfolios incurred a gain of approximately $84 million due to investment income, market value adjustments and sales in 2024, compared to a gain of $91 million from the investment income, market value adjustments, and sales in 2023. In 2024, the performance was due to income from higher yielding securities purchased over the last two years and the general increase of fixed income market values. In addition, the Authority rebalanced a portion of its portfolio into higher yielding securities, realizing sale and mark-to-market losses.

As of December 31, 2024, the Authority's (excluding SFP, Captive and NYREDHC) total investment portfolio of $1,318 million, excluding cash and cash equivalents, includes investments of $474 million (36%), $559 million (43%), $159 million (12%), $68 million (5%), and $58 million (4%) in government Agency securities; U.S. Treasuries; Guaranteed Investment Contracts, Reverse Repurchase Agreements and other various deposits; and Municipal securities, respectively. 79% of the total investments are in securities guaranteed by the U.S. Government.

Excluding money market, certificate of deposit and repurchase agreement purchases and sales, minority and women-owned ("MWBE") dealer and service-disabled veteran-owned ("SDVB") broker transactions accounted for 28% and 14% of all transactions in 2024, respectively.

Other Post-Employment Benefits Trust ($873 million)

The Authority's Other Post-Employment Benefits Trust ("OPEB Trust") was established in 2007 as authorized by the Authority's Trustees to provide for medical, prescription drug, life and other long-term care benefits offered by the Authority for retirees and eligible beneficiaries. Effective January 2021, the Authority's Trustees approved an amendment to the Authority's OPEB Trust allowing its OPEB Trust to be used to pay benefits for both the Power Authority's OPEB Plan and the Canal Retiree Health Plan. The OPEB Trust allows for investments in a diversified portfolio of assets, including domestic and international equity securities, domestic and international fixed-income securities, public Real Estate Investment Trusts and a U. S. Treasury Money Market fund. During 2007 and 2008, the Authority deposited a total of $225

million into the OPEB Trust to partially fund its actuarial accrued liability. On October 25, 2011, the Authority's Trustees approved on-going annual funding of the OPEB Trust in order to strengthen the Authority's financial position. Contributions totaling $114.7 million, which represented the net obligation for the years 2009 through 2015, were made to the OPEB Trust in accordance with the Trustees authorization. No additional contributions have been made to the OPEB Trust since 2015. The Authority changed the OPEB reporting period under GAS No. 74 and No. 75 from January 1 through December 31 to July 1 through June 30, effective for the 2021 reporting period. The measurement date was also changed to the end of the updated reporting period (i.e. June 30, 2021 for the first year of reporting).

As of the OPEB Trust's fiscal year ending June 30, 2024, the OPEB Trust's market value was approximately $846 million, representing an annualized return of 11.4%. As of the calendar year ending December 31, 2024, the OPEB Trust's market value was approximately $873 million and realized an annualized gain of 10.1%. The return performance was primarily attributable to gains across domestic equities and real estate.

Investment management and advisory fees associated with the OPEB Trust Fund totaled $2,389.675 in calendar year 2024 and were paid from such Trust Fund. These fees and the firms paid are detailed in Section III (B) of the attached report. In addition, in 2024 the Authority accrued $4.3 million in fees for the administration of the Trust

2. Amendments to Investment Guidelines

The Investment Guidelines and procedures have not been amended since presented to and approved by the Trustees at their meeting of March 2023. The Investment Guidelines remain fundamentally sound and meet the requirements of the Authority with the inclusion of the suggested changes. Furthermore, these Guidelines continue to meet the requirements of Section 2824(1)(e) of the Public Authorities Law, which requires the Authority's Trustees to establish written policies and procedures with respect to investments.

RECOMMENDATION

The Executive Vice President and Chief Financial Officer requests that the Committee recommend that the New York Power Authority Trustees approve the 2024 Annual Report on Investment of Authority Funds and the amendment to the Guidelines for the Investment of Funds at their next meeting.

For the reasons stated, I recommend the approval of the above-requested action by adoption of the resolution below.

Justin E. Driscoll

President and Chief Executive Officer

R E S O L U T I O N

RESOLVED, that the Committee recommends that the Trustees adopt the Annual Report on Investments of the Authority Funds and adopt the Guidelines for the Investment of Funds to support the continued growth of and strengthen the fiduciary controls over the internal investment portfolio, and approve the debt service and operating reserve levels ($175 million and $104 million, respectively) as discussed in the foregoing memorandum of the President and Chief Executive Officer; and be it further

RESOLVED, that the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

Exhibit "A"
March 2512, 20254

20243 Annual Report on Investment of Authority Funds

Table of Contents

Section I	Guidelines for the Investment of Funds	
Section II	Explanation of the Investment Guidelines	
Section III	A.	Investment Income Record
	B.	Other Post-Employment Benefits Trust Fund
	C.	Fees Paid for Other Post-Employment Benefits Trust Fund
	D.	Results of the Annual Independent Audit
Section IV	Inventory of Investments Held on December 31, 20243	
Section V	Summary of Dealers and Banks from Which Securities Were Purchased and Sold	

Section I

New York Power Authority
Guidelines for the Investment of Funds

I. General

These Guidelines for the Investment of Funds (the "Guidelines") are intended to effectuate the applicable provisions of the General Resolution Authorizing Revenue Obligations, adopted February 24, 1998 (the "Resolution") and the General Resolution Authorizing Transmission Project Revenue Obligations (the "Transmission Bond Resolution"), adopted December 7, 2021, the liens and pledges of which cover all accounts and funds of the Authority and that govern the Authority's existing policies and procedures concerning the investment of funds as contained in these Guidelines. In a conflict between the Guidelines and the Resolutions, the latter shall prevail. In addition, these Guidelines are intended to effectuate the provisions of Section 2925 of the New York State Public Authorities Law.

II. Responsibility for Investments

The Treasurer, Deputy Treasurer and Investment Officer have the responsibility for the investment of Authority funds under the general supervision of the Treasury Investment Committee, formally comprised of the Executive Vice President and Chief Financial Officer, Treasurer, SVP & CRO, Controller, and SVP Finance. Alternate members may include other appointees as so deemed appropriate by the EVP and CFO. The Treasurer shall ensure that an operating manual is maintained that provides a detailed description of procedures for maintaining records of investment transactions and related information.

The Authority may engage the services of one or more external investment advisors to assist in the management of the Authority's investment portfolio in a manner consistent with the Authority's objectives. Such external advisors may be granted authority to purchase and sell investment securities in accordance with this Investment Policy. Such managers must be registered under the Investment Advisers Act of 1940.

III. Investment Goals

The Treasurer and Deputy Treasurer are responsible for maximizing the yield on investments consistent with requirements for safety, liquidity and minimization of risk. Monies will not be invested for terms in excess of the projected use of funds.

IV. Authorized Investments

A. Monies in funds established pursuant to the Resolutions shall be invested in Authorized Investments or Authorized Certificates of Deposit, defined as follows:

"Authorized Investments" shall mean:

1. Direct obligations of or obligations guaranteed by the United States of America or the State of New York;

2. Bonds, debentures, notes or other obligations issued or guaranteed by any of the following: Federal National Mortgage Association (including Participation Certificates), Government National Mortgage Association, Federal Financing Bank, Federal Home Loan Mortgage Corporation and Federal Home Loan Banks, Federal Housing Administration, Federal Farm Credit Banks Funding Corporation, Federal Farm Credit Banks, Federal Intermediate Credit Banks, Federal Banks for Cooperatives, Federal Land Banks, Farmer Mac, Tennessee Valley Authority ("TVA"), Export-Import Bank of the United States ("EXIM") or any other agency controlled or supervised by and acting as an instrumentality of the United States government;

3. Obligations of any state of the United States of America or any political subdivision thereof or any agency, instrumentality or local government unit of any such state or political subdivision that shall be rated at the time of the investment in any of the three highest long-term Rating Categories, as such term is defined in the Resolutions, or the highest short-term Rating Category by a Rating Agency, as such term is defined in the Resolutions.

4. Public Housing Bonds issued by Public Housing Authorities and fully secured as to the payment of both principal and interest by a pledge of annual contributions under an Annual Contributions Contract with the United States of America; or Project Notes issued by Local Public Agencies, in each case, fully secured as to the payment of both principal and interest by a requisition or payment agreement with the United States of America; provided that such Bonds or Notes are guaranteed by the United States of America.

5. Money market funds, as defined in the Investment Company Act of 1940, registered under the Federal Securities Act of 1933, and whose objective is to maintain a constant share value of $1.00, provided that: (a) no more than $100 million of the Authority's investments shall be invested in any one money market fund for more than thirty consecutive business days; (b) fund investments are restricted to securities described in paragraph (1) or (2) of this subdivision; and (c) no more than 40 percent of the total amount of the Authority's investments shall be invested in money market funds at any time.

6. Guaranteed Investment Contracts or GIC Funds issued by creditworthy insurance companies rated A or higher by A.M. Best Co. and collateralized by issuer's general or separate account assets, provided that no more than $50 million of the Authority's investments shall be invested in any one contract or fund.

7. Repurchase and reverse repurchase agreements ("Repurchase Agreements"), including "gestation" repurchase agreements of agency-backed collateral with a physical trust certificate from a FINRA-licensed broker dealer, with any bank or trust company organized under the laws of any state of the United States of America, which agreement is secured by any one or more of the securities described in paragraph (1) or (2) of this subdivision, which securities shall at all times have a market value of not less than the full amount of the repurchase agreement and be delivered to another bank or trust company organized under the laws of New York State or any national banking association domiciled in New York State, as custodian.

"Authorized Certificate of Deposit" shall mean a certificate of deposit authorized by the Resolutions as an "Authorized Investment." These include CDs offered through the Certificate of Deposit Account Registry Service ("CDARS") program (or other CDARS comparable, FDIC-insured reciprocal products) provided the co-operative property/casualty insurance company retains title on each CD purchased.

IMPORTANT NOTE: If the credit rating of a security is subsequently downgraded below the minimum rating level for a new investment of that security, the Investment Officer shall evaluate the downgrade on a case-by-case basis in order to determine if the security should be held or sold. The Investment Manager will apply the general objectives of safety, liquidity, yield and legality to make the decision.

B. The Authority, as an issuer of tax-exempt obligations, shall promulgate and comply with arbitrage rebate rules under the provisions of Section 148(f) of the Internal Revenue Code of 1986, as amended. The Authority will engage a consultant to prepare an Arbitrage Rebate and Yield Restriction compliance report (the "report") regarding the accrued arbitrage rebate liability and the accrued yield restriction liability of the Authority with respect to investment of gross proceeds from bond obligations (the "Bonds"). The Authority will prepare a report no later than the fifth-year anniversary from the date of issuance of the Bonds, and no later than every fifth-year anniversary thereafter until the final redemption of the bonds (the final computation period). The Authority may elect at its discretion to prepare an interim report as deemed necessary. If there is positive rebate liability or yield restriction liability accrued the required payment will be made to the United States Treasury Department. In no event shall Authority funds be invested in a manner that would violate the provisions of such arbitrage regulations.

V. Provisions Relating to Qualifications of Dealers and Banks

A.1. A list will be maintained of financial institutions and depositories authorized to provide investment services. In addition, a list will be maintained of approved security broker/dealers selected by conducting a process of due diligence. These may include 'primary" dealers or regional dealers that qualify under Securities and Exchange Commission (SEC) Rule 15C3-1 (uniform net capital rule) or FDIC/Federal Reserve-regulated banks that are investment grade or better as rated by a nationally recognized statistical ratings organization ("NRSRO").

Banks and Dealers shall have demonstrated an ability to:

a) offer superior rates or prices on the types and amounts of securities required;
b) provide a high degree of attention to the Authority's investment objectives; and
c) execute trades in a timely and accurate manner.

If the services of an investment advisor are engaged by the Authority, the investment advisor may execute approved trades on behalf of the Authority with dealers or banks that are not on the Authorities list of authorized Banks and Dealers if those organizations provide the best security available. Said transactions, however, will be included in periodic transaction recap reports provided by the investment advisor.

A.2. Authorized Investments may also be purchased or sold through minority-owned, women-owned, and service-disabled veteran owned firms authorized to transact business in the U.S. government and municipal securities markets. Such qualified firms shall demonstrate the qualities detailed in clauses (a), (b) and (c) of Section V.A.1.

A.3. Municipal securities qualifying as Authorized Investments may also be purchased or sold through any municipal bond dealer registered in the State of New York that demonstrates the qualities detailed in clauses (a), (b) and (c) of Section V.A.1.

In addition, bonds, debentures, notes, swaps or other outstanding obligations issued by the Authority or its related entities may be purchased for the purpose of redemption, retirement or defeasance, as defined in the Resolutions.

B. Authorized Certificates of Deposit and time deposits ("Time Deposits") shall be purchased directly from Banks that:

(1) are members of the Federal Reserve System transacting business in the State of New York;

(2) have capital and surplus aggregating at least $50 million; and
(3) demonstrate all the qualities detailed in clauses (a), (b) and (c) of Section V.A.1.

C. Authorized Investments purchased by the Authority or collateral securing its investments shall be deposited only with custodians designated by the Authority. In lieu of traditional cash or security collateral, the Authority may accept municipal letters of credit ("MULOC") issued by the FHLB or other federal agency. Such custodians shall be Banks that are members of the Federal Reserve System transacting business in the State of New York or creditworthy banks or trust companies authorized to do business in the State of New York.

D. The Authority shall file with each qualified dealer or investment advisor a letter agreement that designates the (1) type of authorized investments, (2) Authority employees who are authorized to transact business and (3) delivery instructions for the safekeeping of investments.

E. The Authority shall enter into a written contract with any (1) Dealer from which Authorized Investments are purchased subject to a Repurchase Agreement and (2) Bank from which Authorized Certificates of Deposit are purchased.

VI. General Policies Governing Investment Transactions

A. Competitive quotations or negotiated prices shall be obtained except in the purchase of government securities at their initial auction or upon initial offering. A minimum of three quotes shall be obtained and documented from Dealers and/ or Banks, except as indicated above, and the most favorable quote accepted. The Executive Vice President and Chief Financial Officer or Treasurer may waive this or other requirements and limits on a single-transaction basis only if warranted by market conditions and documented in writing.

B. Authorized Investments purchased shall be either delivered to the Authority's designated custodian or, in the case of securities held in a book-entry account maintained at the Federal Reserve Bank of New York or the Depository Trust Company, recorded in the Authority's name or in the name of a nominee agent or custodian designated by the Authority on the books of the Federal Reserve Bank of New York or the Depository Trust Company. Payment shall be made to the Dealer or Bank only upon receipt by the Authority's custodian of (1) the securities or (2) in the case of securities held in a book-entry account, written advice or wire confirmation from the Federal Reserve Bank of New York or the Depository Trust Company that the necessary book entry has been made.

C. Each purchase or sale of Authorized Investments or Authorized Certificates of Deposit shall be authorized by the Treasurer or Deputy Treasurer. Investment orders may be placed by Authority employees as designated by the Treasurer. The custodian shall have standing instructions to send a transaction advice to the

Authority's Controller for purposes of comparison with internal records. The Controller shall advise the Treasurer of any variances, and the Treasurer shall ensure appropriate corrections are provided.

VII. Policies Concerning Certain Types of Investment Diversification Standards Required

A. Authorized Certificates of Deposit and Time Deposits

1. Authorized Certificates of Deposit and Time Deposits shall be purchased directly from an approved Bank or Dealer.

2. Authorized Certificates of Deposit and Time Deposits shall be continuously secured/collateralized by Authorized Investments defined in subsection (1) or (2) of Section IV.A., having a market value (exclusive of accrued interest) at all times at least equal to the principal amount of such Certificates of Deposit or Time Deposits. Such Authorized Investments shall be segregated in a separate custodian account on behalf of the Authority. Collateral pledged for Certificates of Deposit or Time Deposits held as investments shall be market valued (marked to market) not less than once per week.

3. Investments in Authorized Certificates of Deposit or Time Deposits shall not exceed 25% of the Authority's invested funds. The par value of Authorized Certificates of Deposit purchased from any one Bank shall not exceed $25 million.

B. Repurchase Agreements

The Authority may from time to time elect to enter into arrangements for the purchase and resale or the sale and repurchase of Authorized Investments. This type of investment transaction shall be used only when there is no other viable, short-term investment alternative.

1. A Repurchase Agreement shall be transacted only with banks or trust companies authorized to do business in the State of New York or from broker dealers on the Federal Reserve Bank of New York’s list of primary government securities dealers.

2. Authorized Investments purchased subject to a Repurchase Agreement shall be marked to market daily to ensure their value equals or exceeds the purchase price.

3. A Repurchase Agreement shall be limited to a maximum fixed term of 30 days. Payment for the purchased securities shall be made against delivery to the Authority's designated custodian (which shall not be a party to the

transaction as seller or seller's agent) or, in the case of securities held in a book-entry account maintained at the Federal Reserve Bank of New York or the Depository Trust Company, written advice that the securities are recorded in the Authority's name or in the name of a nominee, agent or custodian designated by the Authority on the books of the Federal Reserve Bank or the Depository Trust Company.

4. No more than $50 million of Authorized Investments shall be purchased under a Repurchase Agreement with any one Dealer or Bank. This requirement may be waived by the Executive Vice President and Chief Financial Officer on a single- transaction basis only if warranted by special circumstances and documented in writing.

5. The aggregate amount invested in Repurchase Agreements may not exceed $250 million. The Executive Vice President and Chief Financial Officer may waive this requirement on a single-transaction basis only if warranted by cash-flow requirements and documented in writing.

VIII. Review

These Guidelines and any proposed amendments shall be submitted for Trustee review and approval at least once a year.

In addition to the Authority's periodic review, the Authority's independent auditors, in connection with their examination of the Authority, shall perform an annual audit of the investment portfolio, review investment procedures and prepare a report, the results of which will be made available to the Trustees.

IX. Reports

A. The Treasurer shall submit an investment report to the Trustees, at least quarterly. Such report shall contain a (1) detailed description of each investment; (2) summary of the dealers and banks from which such securities were purchased and (3) a list of fees, commissions or other charges, if any, paid to advisors or other entities rendering investment services.

B. The Treasurer shall submit an annual report for approval by the Trustees. In addition to the information provided quarterly, the Annual Report shall include (i) a copy of the Guidelines; (ii) an explanation of the Guidelines and any amendments thereto since the last annual report; (iii) the results of an annual independent audit of investment inventory and procedures and (iv) a record of income earned on invested funds. The approved report shall be submitted to the State Division of the Budget with copies distributed to the Office of the State Comptroller, the Senate Finance Committee and the Assembly Ways and Means Committee. Copies shall be made available to the public upon written reasonable

request.

C. Any waivers that occurred during the prior month shall be reported to the Executive Vice President and Chief Financial Officer.

X. Miscellaneous

A. These Guidelines are intended for guidance of officers and employees of the Authority only, and nothing contained herein is intended or shall be construed to confer upon any person, firm or corporation any right, remedy, claim or benefit under, or by reason of, any requirement or provision thereof.

B. Nothing contained in these Guidelines shall be deemed to alter, affect the validity of, modify the terms of or impair any contract, agreement or investment of funds made or entered into in violation of, or without compliance with, the provisions of these Guidelines.

C. No provisions in these Guidelines shall be the basis of any claim against any Trustee, officer or employee of the Authority in his or her individual or official capacity or against the Authority itself.

D. The Executive Vice President and Chief Financial Officer or Treasurer may waive requirements or limits on a single-transaction basis if warranted by cash-flow requirements and documented in writing with notice to NYPA Risk, if in adherence with State Comptroller's guidelines and NYPA's Bond Resolutions.

E. Exceptions to the policy can be approved by the Executive Vice President and Chief Financial Officer and shall be reported to the Chief Risk Officer and/or Chief Compliance officer as applicable.

F. Applicability of Guidelines are separate concerning limits for each of General and Transmission resolutions.

Section II

EXPLANATION OF INVESTMENT GUIDELINES

Section II Responsibility for Investments

Establishes responsibility for the Investment of Authority Funds and limits the number of individuals authorized to place investment orders.

Section III Investment Goal

Establishes the policy that earning a reasonable return on investments must be consistent with standards set for minimization of risk and availability of funds when needed.

Section IV Authorized Investments

Details the types of investments the Authority can undertake as prescribed in Section 101 of the Resolutions.

This section also requires that investments made in each of the Funds established under the Resolutions be invested for a term commensurate with cash-flow expectations and that such investments not violate the arbitrage regulations of the Internal Revenue Code.

Section V Provisions Relating to Qualifications of Dealers and Banks

Establishes criteria for the selection of banks and dealers from which the Authority may buy or sell investments. Business is transacted with firms that have demonstrated financial strength and a high degree of reliability with respect to servicing the Authority's needs. This section also directs that custody of Authority investments be maintained by banks that are FDIC regulated/insured and rated investment grade or better by a NRSRO and “primary” or “regional” dealers that qualify under the Securities and Exchange Commission (SEC) Rule 15C3-1 (uniform net capital rule) transacting business in the State of New York.

This section also addresses the subject of contracts with banks and dealers for the purchase or sale of Authorized Investments. The Authority has written Letters of Agreement with authorized dealers that specify the types of securities in which the Authority may invest and identify those Authority individuals authorized to give instructions related to the purchase and sale of securities. In addition, the Authority shall have a written form of agreement for use in transactions subject to Repurchase Agreements with any authorized dealer with which the Authority may transact this type of investment.

Section VI General Policies Governing Investment Transactions

Requires that the Authority solicit no less than three bids for the purchase or sale of securities in order to ensure the most favorable rate except when securities are purchased at their initial auction, upon new issue or through negotiated prices.

Requires that the Authority or its custodian, prior to payment, take possession of such securities, or in the case of book-entry securities, obtain written advice or wire confirmation that transfer or ownership has been recorded.

Establishes authorized employees to approve the purchase or sale of securities.

Establishes control procedures whereby the Controller shall compare the custodian's confirmation to Authority records.

Section VII Policy Concerning Certain Types of Investment Diversification Standards Required

Establishes a policy concerning the purchase of Authorized Certificates of Deposit, Time Deposits, Certificate of Deposit Account Registry Service ("CDARS") program (or others CDARS comparable, reciprocal products intended to minimize the risk associated with such transactions. Authorized Certificates of Deposit, Time Deposits or CDARS similar products may be purchased directly from a bank that is FDIC-insured and qualifies under the Securities and Exchange Commission (SEC) Rule 15C3-1 (uniform net capital rule) transacting business in the State of New York. Such deposits shall be continuously secured by Authorized Investments as outlined in subsection (1) or (2) of Section IV.A. This collateral shall be regularly priced to current market to assure the Authority's security interest is continuously protected. Aggregate holdings of Authorized Certificates of Deposit shall not exceed 25% of the Authority's total investment. Authorized Certificates of Deposit purchased from any one bank shall not exceed $25 million.

Establishes a policy intended to minimize the risk associated with arrangements for the purchase and resale of Authorized Investments known as Repurchase Agreements ("Repos"). Repos purchased from any one qualified dealer or bank shall not exceed $50 million and shall be limited to a maximum fixed term of thirty days. Aggregate investments in Repos shall not exceed $250 million. All securities purchased or sold under the terms of a Repo, including a physical trust certificate for a "gestation repo", shall be held in safekeeping by a designated custodian for the Authority. Such securities shall be priced to market on a daily basis to assure the Authority's security interest.

Section VIII Review

Establishes policy requiring review of the Guidelines at least once a year. Requires an annual audit by the Authority's independent auditors of the Authority's investment portfolio and compliance with the guidelines established by the Authority and the State Comptroller.

Section IX Reports

Establishes policy requiring submission of reports to the Authority's Trustees concerning the management and performance of the Authority's portfolio.

This Section also requires that an annual report be submitted for approval by the Authority's Trustees. Copies of the approved report shall be sent to the State Division of the Budget, Office of the State Comptroller, Senate Finance Committee and Assembly Way and Means Committee.

Section III

A. Investment Income Record

During 2024~~43~~, the Authority's investments incurred a gain of approximately $~~91~~84 million.

The earnings were as follows ($000s):

Investment & Other Income		
	NYPA	72,857.34~~55,915.74~~
	Canal	3,992.17~~865.08~~
	SFP	17,767,57~~8,695.21~~
	Captive	5,857.13~~1,864.42~~
		$100,474.21~~67,340.45~~
Mark to Market Adjustment		
	NYPA	(13,199.04)~~21,459.84~~
	SFP	(1,144.24)
	Captive	(1,804.66)~~2,209.00~~
		$(16,147.94)~~23,668.84~~
Total Investment Income & MtM Gain (Loss)		**$84,326.27~~91,009.30~~**

In 2024~~43~~ the Authority's portfolios incurred a gain of approximately $84.3~~91~~ million in investment income, market value adjustments, and sales, compared to a gain~~loss~~ of $91~~17.4~~ million in 2023~~2~~. The performance in 2024~~43~~ was due to income from higher yielding securities purchased over the last two years~~ and the general increase of fixed income market values in the latter half of the year~~. The Authority also rebalanced much of its portfolios into higher yielding securities, realizing sale and mark-to-market losses. Investment advisory fees associated with the portfolios totaled $394,035 in 2024.

B. Other Post-Employment Benefits Trust

The Authority's Other Post-Employment Benefits Trust ("OPEB Trust") was established in 2007 as authorized by the Authority's Trustees at their December 19, 2006, meeting to provide for medical, prescription drug, life and other long-term care benefits offered by the Authority for retirees and eligible beneficiaries. Effective January 2021, the Authority's Trustees approved an amendment to the Power Authority's OPEB Trust allowing its OPEB trust to be used to pay benefits for both the Power Authority's OPEB Plan and the Canal Retiree Health Plan. The OPEB Trust allows for investments in a diversified portfolio of assets, including domestic and international equity securities, domestic and international fixed-income securities, public Real Estate Investment Trusts and a U. S. Treasury Money Market fund. During 2007 and 2008, the Authority deposited a total of $225 million into the OPEB Trust to partially fund its actuarial accrued liability. On October 25, 2011, the Authority's Trustees approved on-going annual funding of the OPEB Trust in order to strengthen the Authority's financial position. Contributions totaling $114.7 million, which represented the net obligation for the years 2009 through 2015, were made to the OPEB Trust in accordance with the Trustees authorization. No additional contributions have been made since 2015. The Authority changed the OPEB reporting period under GAS No. 74 and No. 75 from January 1 through December 31 to July 1 through June 30, effective for the 2021 reporting period. The measurement date was also changed to the end of the updated reporting period (i.e. June 30, 2021 for the first year of reporting).

As of the fiscal year ending June 30, 2024~~3~~, the OPEB Trust's market value was $846~~757~~ million and returned a gain of ~~16.7~~11.4~~5~~% for the trailing 12 months. As of December 31, 2024~~3~~, the OPEB Trust's market value was approximately $873~~07~~ million and returned an annualized gain of ~~16~~10.1% for calendar year 2024~~3~~. Return performance was primarily attributable to ~~significant second half 2023~~ market gains especially across ~~international and~~ domestic equities~~, fixed income~~ and real estate.

Investment management and advisory fees associated with the OPEB Trust Fund totaled $2,389,675~~753,088~~ in 2024~~3~~ and were paid from such Trust Fund. In addition, for CY 2024 the Authority accrued $4.3 million in fees for the administration of the Trust.

C. Fees Paid for Other Post-Employment Benefits Trust Fund Investment/Advisory Services

$227,468	Ariel Investments
$511,620	Baker Botts
$ 58,673	Bank of New York Mellon
$195,390	CenterSquare Investment Management
$182,913	Garcia Hamilton
$ 58,000	Glass Lewis (Proxy Service)
$350,828	Lazard Asset Management
$138,404	Loomis Sayles
$ 94,763	MFS Global
$100,000	NEPC (Advisory Services)
$ 38,312	State Street Global Advisors

$433,304	Wellington International
$2,389,675	**Total**

Fees were paid from the OPEB Trust Fund.

D. Results of the Annual Independent Audit

In connection with its examination of the Authority's financial statements, KPMG LLP ("KPMG") performed tests of the Authority's compliance with certain provisions of the Investment Guidelines, the State Comptroller's Investment Guidelines and Section 2925 of the Public Authorities Law. Based on discussions with KPMG, Staff is of the opinion that KPMG's written report, which will be delivered upon approval of the financial statements by the Board, will state that the Authority complied, in all material respects, with the requirements during the year ended December 31, 2024~~3~~. Consequently, staff believes the Authority is in compliance with the Investment Guidelines, the State Comptroller's Investment Guidelines and Section 2925 of the Public Authorities Law.

NYPA Consolidated Portfolio

DAILY INVESTMENT REPORT

Reporting Date: 12/31/2024

Description	Cusip	Settle Date	Maturity Date	Coupon Rate	Quantity / Current Face	Unit Cost	Market Price	Cost Book	Market Value Book	Unrealized Price G/L Book	Accrued Interest Book	Yield to Maturity	Yield on Cost	Modified Duration	Effective Yield
BG - ECO Fund								**1,513,075.62**	**1,520,766.95**	**7,691.33**	**0.00**	**4.2331**	**4.4138**	**0.3844**	**4.4138**
FIDELITY INV MMKT GOVT-INST	31607A703				382,741.77	1.0000	1.0000	382,741.77	382,741.77	0.00	0.00	4.4030	4.4030	0.1750	4.4030
TREASURY BILL	912797NC7		4/24/2025	0.0000	760,000.00	97.8964	98.7114	744,012.29	750,206.74	6,194.45	0.00	4.1796	4.4819	0.3083	4.4819
TREASURY BILL (1090520)		10/31/2024	4/24/2025	0.0000	760,000.00	97.8964		744,012.29	750,206.74	6,194.45	0.00	4.1796	4.4819	0.3083	4.4819
TREASURY BILL	912797MS3		10/2/2025	0.0000	400,000.00	96.5804	96.9546	386,321.56	387,818.44	1,496.88	0.00	4.1690	4.2935	0.7381	4.2935
TREASURY BILL (1094796)		12/5/2024	10/2/2025	0.0000	400,000.00	96.5804		386,321.56	387,818.44	1,496.88	0.00	4.1690	4.2935	0.7381	4.2935
BG - REC Fund								**1,429,944.19**	**1,437,366.90**	**7,422.71**	**0.00**	**4.2327**	**4.4176**	**0.3766**	**4.4176**
FIDELITY INV MMKT GOVT-INST	31607A703				357,690.17	1.0000	1.0000	357,690.17	357,690.17	0.00	0.00	4.4030	4.4030	0.1750	4.4030
TREASURY BILL	912797NC7		4/24/2025	0.0000	750,000.00	97.8964	98.7114	734,222.66	740,335.60	6,112.94	0.00	4.1796	4.4819	0.3083	4.4819
TREASURY BILL (1090521)		10/31/2024	4/24/2025	0.0000	750,000.00	97.8964		734,222.66	740,335.60	6,112.94	0.00	4.1796	4.4819	0.3083	4.4819
TREASURY BILL	912797MS3		10/2/2025	0.0000	350,000.00	96.5804	96.9546	338,031.36	339,341.13	1,309.77	0.00	4.1690	4.2935	0.7381	4.2935
TREASURY BILL (1094795)		12/5/2024	10/2/2025	0.0000	350,000.00	96.5804		338,031.36	339,341.13	1,309.77	0.00	4.1690	4.2935	0.7381	4.2935
Cap Int Fund - GR Cap 2024								**61,922,837.35**	**61,613,750.20**	**-309,087.15**	**52,194.54**	**4.3648**	**3.6861**	**1.4159**	**3.6861**
FIDELITY TREASURY PORT-IS	31607A885				420,535.83	1.0000	1.0000	420,535.83	420,535.83	0.00	0.00	4.3771	4.3771	0.0123	4.3771
US TREASURY N/B	912828ZL7		4/30/2025	0.3750	12,727,000.00	97.9464	98.7363	12,465,637.62	12,566,172.46	100,534.84	8,174.11	4.2380	4.1418	0.3269	4.1418
US TREASURY N/B (1088323)		10/10/2024	4/30/2025	0.3750	12,727,000.00	97.9464		12,465,637.62	12,566,172.46	100,534.84	8,174.11	4.2380	4.1418	0.3269	4.1418
TVA PRIN STRIP	88059FAV3		11/1/2025	0.0000	10,782,000.00	96.0794	96.2875	10,359,282.80	10,381,716.42	22,433.62	0.00	4.6141	3.8448	0.8024	3.8448
TVA PRIN STRIP (1088324)		10/10/2024	11/1/2025	0.0000	10,782,000.00	96.0794		10,359,282.80	10,381,716.42	22,433.62	0.00	4.6141	3.8448	0.8024	3.8448
US TREASURY N/B	91282CBW0		4/30/2026	0.7500	10,782,000.00	95.7862	95.5371	10,327,662.96	10,300,811.09	-26,851.87	13,849.81	4.2318	3.5556	1.2983	3.5556
US TREASURY N/B (1088325)		10/10/2024	4/30/2026	0.7500	10,782,000.00	95.7862		10,327,662.96	10,300,811.09	-26,851.87	13,849.81	4.2318	3.5556	1.2983	3.5556
US TREASURY N/B	91282CDG3		10/31/2026	1.1250	10,822,000.00	95.3753	94.5703	10,321,516.18	10,234,399.27	-87,116.91	20,851.78	4.2367	3.4737	1.7765	3.4737
US TREASURY N/B (1088326)		10/10/2024	10/31/2026	1.1250	10,822,000.00	95.3753		10,321,516.18	10,234,399.27	-87,116.91	20,851.78	4.2367	3.4737	1.7765	3.4737
US TREASURY N/B	912828ZN3		4/30/2027	0.5000	10,882,000.00	93.0180	91.7656	10,122,221.91	9,985,935.31	-136,286.60	9,318.84	4.2466	3.3728	2.2701	3.3728
US TREASURY N/B (1088327)		10/10/2024	4/30/2027	0.5000	10,882,000.00	93.0180		10,122,221.91	9,985,935.31	-136,286.60	9,318.84	4.2466	3.3728	2.2701	3.3728
RESOLUTION FUNDING STRIP	76116EHJ2		10/15/2027	0.0000	8,788,000.00	89.9634	87.8946	7,905,980.05	7,724,179.82	-181,800.23	0.00	4.7351	3.5719	2.6629	3.5719
RESOLUTION FUNDING STRIP (1088328)		10/10/2024	10/15/2027	0.0000	8,788,000.00	89.9634		7,905,980.05	7,724,179.82	-181,800.23	0.00	4.7351	3.5719	2.6629	3.5719
Captive Operating								**119,427,716.59**	**120,179,888.13**	**752,171.54**	**761,445.53**	**5.0770**	**5.1574**	**4.9297**	**5.1417**

STATE ST INST US GOV MM-PREM	857492706				10,246,458.17	1.0000	1.0000	10,246,458.17	10,246,458.17	0.00	0.00	4.4240	4.4240	0.1756	4.4240
NEW YORK CITY-A-2	64971X7K8		5/1/2029	4.6000	3,000,000.00	97.9320	99.4720	2,937,960.00	2,984,158.62	46,198.62	23,000.00	4.7347	5.0240	3.8566	5.0240
NEW YORK CITY-A-2 (1001877)		8/29/2023	5/1/2029	4.6000	3,000,000.00	97.9320		2,937,960.00	2,984,158.62	46,198.62	23,000.00	4.7347	5.0240	3.8566	5.0240
NEW YORK-B-2	64966Q7M6		10/1/2029	5.4740	5,935,000.00	99.6845	103.1649	5,916,274.70	6,122,836.46	206,561.76	81,220.48	4.7205	5.5372	4.1052	5.5372
NEW YORK-B-2 (1003019)		10/12/2023	10/1/2029	5.4740	3,000,000.00	100.0000		3,000,000.00	3,094,946.82	94,946.82	41,055.00	4.7205	5.4744	4.1052	5.4744
NEW YORK-B-2 (1003324)		11/1/2023	10/1/2029	5.4740	2,935,000.00	99.3620		2,916,274.70	3,027,889.64	111,614.94	40,165.48	4.7205	5.6019	4.1052	5.6019
FN BS7634	3140LJPU4		2/1/2030	4.6200	5,000,000.00	97.4531	98.6877	4,872,655.00	4,934,384.15	61,729.15	19,891.67	4.9800	5.1518	4.4932	5.1518
FN BS7634 (1001917)		8/9/2023	2/1/2030	4.6200	5,000,000.00	97.4531		4,872,655.00	4,934,384.15	61,729.15	19,891.67	4.9800	5.1518	4.4932	5.1518
FN BS7876	3140LJXE1		3/1/2030	4.4900	5,000,000.00	95.1406	97.3350	4,757,031.25	4,866,749.35	109,718.10	19,331.94	5.1384	5.4515	4.5677	5.4515
FN BS7876 (1021229)		10/2/2023	3/1/2030	4.4900	5,000,000.00	95.1406		4,757,031.25	4,866,749.35	109,718.10	19,331.94	5.1384	5.4515	4.5677	5.4515
FR WN1256	3132XFME5		5/1/2030	4.8300	5,000,000.00	99.0938	98.9982	4,954,690.00	4,949,909.60	-4,780.40	20,795.83	5.1102	5.0572	4.6620	5.0572
FR WN1256 (1001916)		8/10/2023	5/1/2030	4.8300	5,000,000.00	99.0938		4,954,690.00	4,949,909.60	-4,780.40	20,795.83	5.1102	5.0572	4.6620	5.0572
NYC TRANS FIN AUTH-B3	64971XGF9		8/1/2030	3.8500	2,000,000.00	91.4590	95.1749	1,829,180.00	1,903,497.62	74,317.62	32,083.33	4.8455	5.3569	4.8607	5.3569
NYC TRANS FIN AUTH-B3 (1001918)		9/29/2023	8/1/2030	3.8500	2,000,000.00	91.4590		1,829,180.00	1,903,497.62	74,317.62	32,083.33	4.8455	5.3569	4.8607	5.3569
NEW YORK-B-2	64966Q7N4		10/1/2030	5.5140	3,000,000.00	100.0000	103.3707	3,000,000.00	3,101,121.84	101,121.84	41,355.00	4.8339	5.5144	4.8389	5.5144
NEW YORK-B-2 (1003238)		10/12/2023	10/1/2030	5.5140	3,000,000.00	100.0000		3,000,000.00	3,101,121.84	101,121.84	41,355.00	4.8339	5.5144	4.8389	5.5144
Guaranteed InvestmentContract 01/30/2031 5.19			1/30/2031	5.1900	15,715,368.49	100.0000	100.0000	15,715,368.49	15,715,368.49	0.00	0.00	5.1900	5.1900	0.0240	5.1900
NYC TRANSITIONAL FIN	64972JFZ6		2/1/2031	4.5600	6,000,000.00	100.0000	98.2166	6,000,000.00	5,892,994.56	-107,005.44	114,000.00	4.9017	4.5603	5.1458	4.5603
NYC TRANSITIONAL FIN (1022164)		2/15/2024	2/1/2031	4.5600	6,000,000.00	100.0000		6,000,000.00	5,892,994.56	-107,005.44	114,000.00	4.9017	4.5603	5.1458	4.5603
FN BZ2261	3140NWQP3		11/1/2031	4.5900	2,250,000.00	99.6094	97.6381	2,241,210.94	2,196,856.55	-44,354.39	8,893.13	5.0643	4.7208	5.8040	4.7208
FN BZ2261 (1095631)		12/13/2024	11/1/2031	4.5900	2,250,000.00	99.6094		2,241,210.94	2,196,856.55	-44,354.39	8,893.13	5.0643	4.7208	5.8040	4.7208
DASNY -TXBL-C	64990FE34		3/15/2032	2.2520	3,900,000.00	81.3900	83.2766	3,174,210.00	3,247,786.66	73,576.66	25,860.47	5.0493	5.0361	6.4157	5.0361
DASNY -TXBL-C (1005332)		12/15/2023	3/15/2032	2.2520	3,900,000.00	81.3900		3,174,210.00	3,247,786.66	73,576.66	25,860.47	5.0493	5.0361	6.4157	5.0361
NY ST URBAN DEV CORP	64985TDJ7		3/15/2032	2.2900	3,650,000.00	77.4280	84.3864	2,826,122.00	3,080,102.14	253,980.14	24,611.14	4.8866	5.7207	6.4165	5.7207
NY ST URBAN DEV CORP (1003325)		11/1/2023	3/15/2032	2.2900	3,650,000.00	77.4280		2,826,122.00	3,080,102.14	253,980.14	24,611.14	4.8866	5.7207	6.4165	5.7207
NEW YORK	64966QCJ7		8/1/2032	2.9000	3,355,000.00	87.9780	87.1764	2,951,661.90	2,924,768.45	-26,893.45	40,539.58	4.9474	4.7858	6.5434	4.7858
NEW YORK (1093554)		11/22/2024	8/1/2032	2.9000	3,355,000.00	87.9780		2,951,661.90	2,924,768.45	-26,893.45	40,539.58	4.9474	4.7858	6.5434	4.7858
FR WN1227	3132XFLH9		1/1/2033	4.6500	8,000,000.00	96.8594	98.2353	7,748,750.00	7,858,821.76	110,071.76	32,033.33	4.9850	5.1526	6.6100	5.1526
FR WN1227 (1003745)		11/27/2023	1/1/2033	4.6500	8,000,000.00	96.8594		7,748,750.00	7,858,821.76	110,071.76	32,033.33	4.9850	5.1526	6.6100	5.1526
FEDERAL HOME LOAN BANK	3130AXXS2		12/7/2033	5.1050	10,000,000.00	100.0000	98.1906	10,000,000.00	9,819,058.90	-180,941.10	34,033.33	5.3620	5.1050	7.0525	5.1050
FEDERAL HOME LOAN BANK (1003814)		12/7/2023	12/7/2033	5.1050	10,000,000.00	100.0000		10,000,000.00	9,819,058.90	-180,941.10	34,033.33	5.3620	5.1050	7.0525	5.1050
FHR 5295 VJ	3137H9RB7		1/25/2034	5.5000	4,349,941.00	99.2500	99.9764	4,317,316.42	4,348,913.28	31,596.86	19,937.23	5.5033	5.5953	7.0975	5.5953
FHR 5295 VJ (1001874)		8/29/2023	1/25/2034	5.5000	4,349,941.00	99.2500		4,317,316.42	4,348,913.28	31,596.86	19,937.23	5.5033	5.5953	7.0975	5.5953
FHR 5300 VA	3137H9WA3		2/25/2034	5.5000	4,512,356.82	99.9375	100.9009	4,509,536.62	4,553,007.11	43,470.49	20,681.64	5.3752	5.5078	7.1616	5.5078

FHR 5300 VA (1001875)		8/9/2023	2/25/2034	5.5000	4,512,356.82	99.9375		4,509,536.62	4,553,007.11	43,470.49	20,681.64	5.3752	5.5078	7.1616	5.5078
GNR 2023-64 GV	38383X7D0		4/20/2034	5.5000	4,444,377.40	100.4688	100.7897	4,465,212.64	4,479,472.74	14,260.10	20,370.06	5.3919	5.4421	7.2459	5.4421
GNR 2023-64 GV (1001876)		8/10/2023	4/20/2034	5.5000	4,444,377.40	100.4688		4,465,212.64	4,479,472.74	14,260.10	20,370.06	5.3919	5.4421	7.2459	5.4421
TRIBOROUGH BRIDGE-A-3	89602HAG2		5/15/2034	2.4110	2,930,000.00	75.6160	81.1228	2,215,548.80	2,376,897.89	161,349.09	9,026.52	4.9525	5.4680	8.0840	5.4680
TRIBOROUGH BRIDGE-A-3 (1021230)		10/2/2023	5/15/2034	2.4110	2,930,000.00	75.6160		2,215,548.80	2,376,897.89	161,349.09	9,026.52	4.9525	5.4680	8.0840	5.4680
GNR 2023-102 DV	38384BA68		5/20/2034	6.0000	2,707,648.94	100.3594	102.4642	2,717,379.56	2,774,370.50	56,990.94	13,538.24	5.6610	5.9543	7.1581	5.9543
GNR 2023-102 DV (1021231)		10/3/2023	5/20/2034	6.0000	2,707,648.94	100.3594		2,717,379.56	2,774,370.50	56,990.94	13,538.24	5.6610	5.9543	7.1581	5.9543
NEW YORK-B-2	64966Q7U8		10/1/2036	5.9250	4,395,000.00	107.8380	104.7543	4,739,480.10	4,603,950.96	-135,529.14	65,100.94	5.3729	5.0742	8.3658	4.8903
NEW YORK-B-2 (1025444)		3/1/2024	10/1/2036	5.9250	4,395,000.00	107.8380		4,739,480.10	4,603,950.96	-135,529.14	65,100.94	5.3729	5.0742	8.3658	4.8903
NEW YORK-B-2	64966Q7V6		10/1/2037	5.9550	5,000,000.00	106.5970	105.0785	5,329,850.00	5,253,922.65	-75,927.35	74,437.50	5.3978	5.2721	8.8457	5.0842
NEW YORK-B-2 (1021561)		1/18/2024	10/1/2037	5.9550	5,000,000.00	106.5970		5,329,850.00	5,253,922.65	-75,927.35	74,437.50	5.3978	5.2721	8.8457	5.0842
NEW YORK-TXBL-D-2	64966SHY5		10/1/2037	4.9690	2,000,000.00	98.0910	97.2240	1,961,820.00	1,944,479.68	-17,340.32	20,704.17	5.2702	5.1736	9.2006	5.1736
NEW YORK-TXBL-D-2 (1091566)		11/7/2024	10/1/2037	4.9690	2,000,000.00	98.0910		1,961,820.00	1,944,479.68	-17,340.32	20,704.17	5.2702	5.1736	9.2006	5.1736
CASP 6								**2,797,297.72**	**2,821,379.12**	**24,081.40**	**0.00**	**4.1690**	**4.2137**	**0.7381**	**4.2137**
TREASURY BILL	912797MS3		10/2/2025	0.0000	2,910,000.00	96.1271	96.9546	2,797,297.72	2,821,379.12	24,081.40	0.00	4.1690	4.2137	0.7381	4.2137
TREASURY BILL (1089155)		10/18/2024	10/2/2025	0.0000	2,910,000.00	96.1271		2,797,297.72	2,821,379.12	24,081.40	0.00	4.1690	4.2137	0.7381	4.2137
Debt Service Reserve								**104,642,351.30**	**104,492,616.43**	**-149,734.87**	**127,862.49**	**5.0066**	**4.9766**	**1.2927**	**4.9766**
FIDELITY INV MMKT GOVT-INST	31607A703				8,825,810.36	1.0000	1.0000	8,825,810.36	8,825,810.36	0.00	0.00	4.4030	4.4030	0.1750	4.4030
Repo_JVBLoan_01.21.25			1/21/2025	5.1100	20,048,870.63	100.0000	100.0000	20,048,870.63	20,048,870.63	0.00	34,149.91	5.1100	5.1100	0.0000	5.1100
Collateral: 005CM6NY3 (1096804)		1/21/2025	1/21/2025	5.1100	20,048,870.63	100.0000		20,048,870.63	20,048,870.63	0.00	34,149.91	5.1100	5.1100	0.0000	5.1100
Terms: 5.11 Due 01/21/2025 VAULT															
Guaranteed InvestmentContract 6/12/2027 5.22			6/12/2027	5.2200	25,717,591.56	100.0000	100.0000	25,717,591.56	25,717,591.56	0.00	0.00	5.2200	5.2200	0.0230	5.2200
Guaranteed InvestmentContract 01/29/2029 4.84			1/29/2029	4.8400	26,115,397.97	100.0000	100.0000	26,115,397.97	26,115,397.97	0.00	0.00	4.8400	4.8400	0.0230	4.8400
FN BS6826	3140LHSQ4		10/1/2029	4.1600	14,000,000.00	96.2188	96.6242	13,470,625.00	13,527,388.00	56,763.00	48,533.33	4.9591	4.9121	4.3295	4.9121
FN BS6826 (1005330)		12/18/2023	10/1/2029	4.1600	14,000,000.00	96.2188		13,470,625.00	13,527,388.00	56,763.00	48,533.33	4.9591	4.9121	4.3295	4.9121
FR WS4009	3142GGN34		5/1/2033	4.7300	9,882,738.65	98.3437	97.1976	9,719,055.78	9,605,784.88	-113,270.90	40,252.94	5.2112	5.0192	6.8007	5.0192
FR WS4009 (1005329)		12/18/2023	5/1/2033	4.7300	9,882,738.65	98.3437		9,719,055.78	9,605,784.88	-113,270.90	40,252.94	5.2112	5.0192	6.8007	5.0192
MET TRANS-C2-UNREFUND	59261A2P1		11/15/2049	5.1750	745,000.00	100.0000	87.4863	745,000.00	651,773.03	-93,226.97	4,926.31	6.2222	5.1750	12.9618	5.1750
MET TRANS-C2-UNREFUND (1001911)		5/14/2020	11/15/2049	5.1750	745,000.00	100.0000		745,000.00	651,773.03	-93,226.97	4,926.31	6.2222	5.1750	12.9618	5.1750
En Con NonState 84								**223,501,352.90**	**223,938,220.73**	**436,867.83**	**596,143.10**	**4.7255**	**4.7805**	**4.0880**	**4.7805**
GLDMN SCHS FIN SQ GV-DRX HAM	38150C762				22,598,853.61	1.0000	1.0000	22,598,853.61	22,598,853.61	0.00	0.00	4.3922	4.3922	0.1240	4.3922
FEDERAL FARM CREDIT BANK	3133ERHD6		6/12/2026	4.8750	15,000,000.00	100.1819	100.8442	15,027,285.00	15,126,627.30	99,342.30	38,593.75	4.2658	4.7761	1.3825	4.7761
FEDERAL FARM CREDIT BANK (1074850)		6/24/2024	6/12/2026	4.8750	5,000,000.00	100.1819		5,009,095.00	5,042,209.10	33,114.10	12,864.58	4.2658	4.7761	1.3825	4.7761
FEDERAL FARM CREDIT BANK (1074851)		6/24/2024	6/12/2026	4.8750	10,000,000.00	100.1819		10,018,190.00	10,084,418.20	66,228.20	25,729.17	4.2658	4.7761	1.3825	4.7761

FEDERAL FARM CREDIT BANK	3133ERJZ5		6/28/2027	4.5000	17,500,000.00	99.8380	100.3806	17,471,650.00	17,566,605.00	94,955.00	6,562.50	4.3370	4.5584	2.3337	4.5584
FEDERAL FARM CREDIT BANK (1075434)		6/28/2024	6/28/2027	4.5000	7,500,000.00	99.8380		7,487,850.00	7,528,545.00	40,695.00	2,812.50	4.3370	4.5584	2.3337	4.5584
FEDERAL FARM CREDIT BANK (1075435)		6/28/2024	6/28/2027	4.5000	10,000,000.00	99.8380		9,983,800.00	10,038,060.00	54,260.00	3,750.00	4.3370	4.5584	2.3337	4.5584
US TREASURY N/B	91282CBB6		12/31/2027	0.6250	20,000,000.00	88.0352	89.8320	17,607,031.26	17,966,406.20	359,374.94	345.30	4.2722	4.3703	2.9129	4.3703
US TREASURY N/B (1076928)		7/8/2024	12/31/2027	0.6250	10,000,000.00	88.0352		8,803,515.63	8,983,203.10	179,687.47	172.65	4.2722	4.3703	2.9129	4.3703
US TREASURY N/B (1076929)		7/8/2024	12/31/2027	0.6250	10,000,000.00	88.0352		8,803,515.63	8,983,203.10	179,687.47	172.65	4.2722	4.3703	2.9129	4.3703
FEDERAL FARM CREDIT BANK	3133ERGL9		6/7/2028	4.5000	17,500,000.00	100.1010	100.4631	17,517,675.00	17,581,038.65	63,363.65	52,500.00	4.3525	4.4711	3.1428	4.4711
FEDERAL FARM CREDIT BANK (1075432)		6/27/2024	6/7/2028	4.5000	7,500,000.00	100.1010		7,507,575.00	7,534,730.85	27,155.85	22,500.00	4.3525	4.4711	3.1428	4.4711
FEDERAL FARM CREDIT BANK (1075433)		6/27/2024	6/7/2028	4.5000	10,000,000.00	100.1010		10,010,100.00	10,046,307.80	36,207.80	30,000.00	4.3525	4.4711	3.1428	4.4711
FN BS9082	3140LLCU3		7/1/2028	4.7000	14,800,000.00	99.4063	NA	14,712,125.00	14,802,220.15	90,095.15	57,966.67	4.7584	4.9294	3.2074	4.9294
FN BS9082 (1075918)		7/5/2024	7/1/2028	4.7000	4,800,000.00	99.4063		4,771,500.00	4,800,720.05	29,220.05	18,800.00	4.7584	4.9294	3.2074	4.9294
FN BS9082 (1075919)		7/5/2024	7/1/2028	4.7000	10,000,000.00	99.4063		9,940,625.00	10,001,500.10	60,875.10	39,166.67	4.7584	4.9294	3.2074	4.9294
NYC TRANSIT-B-2-TXBL	64972JKQ0		11/1/2028	4.5740	4,500,000.00	100.0000	99.6078	4,500,000.00	4,482,350.46	-17,649.54	34,305.00	4.6853	4.5757	3.4523	4.5757
NYC TRANSIT-B-2-TXBL (1078406)		7/30/2024	11/1/2028	4.5740	4,500,000.00	100.0000		4,500,000.00	4,482,350.46	-17,649.54	34,305.00	4.6853	4.5757	3.4523	4.5757
FR WN2584	3132XG2S4		2/1/2029	4.9000	21,526,000.00	99.6719	NA	21,455,367.81	21,473,961.33	18,593.52	87,897.83	5.0379	5.0562	3.6749	5.0562
FR WN2584 (1073987)		6/21/2024	2/1/2029	4.9000	6,526,000.00	99.6719		6,504,586.56	6,510,223.53	5,636.97	26,647.83	5.0379	5.0562	3.6749	5.0562
FR WN2584 (1073988)		6/21/2024	2/1/2029	4.9000	5,000,000.00	99.6719		4,983,593.75	4,987,912.60	4,318.85	20,416.67	5.0379	5.0562	3.6749	5.0562
FR WN2584 (1073989)		6/21/2024	2/1/2029	4.9000	10,000,000.00	99.6719		9,967,187.50	9,975,825.20	8,637.70	40,833.33	5.0379	5.0562	3.6749	5.0562
FEDERAL HOME LOAN BANK	3130B1TC1		6/26/2029	5.0200	20,000,000.00	100.0000	100.0061	20,000,000.00	20,001,228.80	1,228.80	13,944.44	5.0182	5.0200	3.9701	5.0200
FEDERAL HOME LOAN BANK (1074487)		6/26/2024	6/26/2029	5.0200	10,000,000.00	100.0000		10,000,000.00	10,000,614.40	614.40	6,972.22	5.0182	5.0200	3.9701	5.0200
FEDERAL HOME LOAN BANK (1074488)		6/26/2024	6/26/2029	5.0200	10,000,000.00	100.0000		10,000,000.00	10,000,614.40	614.40	6,972.22	5.0182	5.0200	3.9701	5.0200
FN BL3867	3140HVJM7		9/1/2029	2.7100	12,063,000.00	91.0625	NA	10,984,869.38	11,103,625.63	118,756.25	28,150.35	4.6463	4.7089	4.3441	4.7089
FN BL3867 (1076926)		7/10/2024	9/1/2029	2.7100	2,063,000.00	91.0625		1,878,619.38	1,898,928.93	20,309.55	4,814.24	4.6463	4.7089	4.3441	4.7089
FN BL3867 (1076927)		7/10/2024	9/1/2029	2.7100	10,000,000.00	91.0625		9,106,250.00	9,204,696.70	98,446.70	23,336.11	4.6463	4.7089	4.3441	4.7089
NEW YORK-B-2	64966QEM8		10/1/2029	2.3300	4,560,000.00	89.3430	89.9429	4,074,040.80	4,101,394.23	27,353.43	26,562.00	4.7173	4.6483	4.3774	4.6483
NEW YORK-B-2 (1077075)		7/9/2024	10/1/2029	2.3300	4,560,000.00	89.3430		4,074,040.80	4,101,394.23	27,353.43	26,562.00	4.7173	4.6483	4.3774	4.6483
NYC TRANSIT-B-2-TXBL	64972JKR8		11/1/2029	4.5740	3,000,000.00	100.0000	99.1156	3,000,000.00	2,973,467.79	-26,532.21	22,870.00	4.7797	4.5754	4.2548	4.5754
NYC TRANSIT-B-2-TXBL (1078407)		7/30/2024	11/1/2029	4.5740	3,000,000.00	100.0000		3,000,000.00	2,973,467.79	-26,532.21	22,870.00	4.7797	4.5754	4.2548	4.5754
NYC TRANS-G-2-TXBL	64972JGY8		5/1/2030	4.8300	10,000,000.00	99.6870	100.0119	9,968,700.00	10,001,190.20	32,490.20	80,500.00	4.8261	4.8920	4.6173	4.8920
NYC TRANS-G-2-TXBL (1076490)		7/3/2024	5/1/2030	4.8300	10,000,000.00	99.6870		9,968,700.00	10,001,190.20	32,490.20	80,500.00	4.8261	4.8920	4.6173	4.8920
FN BZ0872	3140NU6J3		4/1/2031	4.6300	15,000,000.00	99.7344	NA	14,960,156.25	14,830,646.40	-129,509.85	57,875.00	4.9036	4.7412	5.3805	4.7412
FN BZ0872 (1077073)		7/11/2024	4/1/2031	4.6300	5,000,000.00	99.7344		4,986,718.75	4,943,548.80	-43,169.95	19,291.67	4.9036	4.7412	5.3805	4.7412
FN BZ0872 (1077074)		7/11/2024	4/1/2031	4.6300	10,000,000.00	99.7344		9,973,437.50	9,887,097.60	-86,339.90	38,583.33	4.9036	4.7412	5.3805	4.7412
FEDERAL HOME LOAN BANK	3130B1RQ2		6/21/2034	5.0760	15,000,000.00	100.0000	98.0363	15,000,000.00	14,705,442.30	-294,557.70	21,150.00	5.3426	5.0760	7.4057	5.0760

FEDERAL HOME LOAN BANK (1073904)		6/21/2024	6/21/2034	5.0760	15,000,000.00	100.0000		15,000,000.00	14,705,442.30	-294,557.70	21,150.00	5.3426	5.0760	7.4057	5.0760
GNR 2024-92 HL	38384NZP3		4/20/2053	5.5000	14,600,785.07	100.1562	100.1533	14,623,598.79	14,623,162.68	-436.11	66,920.26	5.4893	5.4892	14.2361	5.4892
GNR 2024-92 HL (1074847)		6/26/2024	4/20/2053	5.5000	4,866,928.36	100.1562		4,874,532.92	4,874,387.56	-145.36	22,306.75	5.4893	5.4892	14.2361	5.4892
GNR 2024-92 HL (1074848)		6/26/2024	4/20/2053	5.5000	9,733,856.72	100.1563		9,749,065.87	9,748,775.12	-290.75	44,613.51	5.4893	5.4892	14.2361	5.4892
Energy Conservation								**26,459,846.24**	**26,523,018.86**	**63,172.62**	**89,491.11**	**4.8489**	**4.8296**	**3.7738**	**4.8296**
FIDELITY INV MMKT GOVT-INST	31607A703				9,928,951.66	1.0000	1.0000	9,928,951.66	9,928,951.66	0.00	0.00	4.4030	4.4030	0.1750	4.4030
NEW YORK-TXBL-D-2	64966SHQ2		10/1/2028	4.2850	3,750,000.00	100.0000	99.1026	3,750,000.00	3,716,347.20	-33,652.80	33,476.56	4.8796	4.2849	3.3893	4.2849
NEW YORK-TXBL-D-2 (1088489)		10/16/2024	10/1/2028	4.2850	3,750,000.00	100.0000		3,750,000.00	3,716,347.20	-33,652.80	33,476.56	4.8796	4.2849	3.3893	4.2849
FN BZ0254	3140NUH85		1/1/2029	4.6600	5,000,000.00	98.7109	99.7880	4,935,546.88	4,989,402.30	53,855.42	20,063.89	4.7855	5.0391	3.6249	5.0391
FN BZ0254 (1064020)		4/15/2024	1/1/2029	4.6600	5,000,000.00	98.7109		4,935,546.88	4,989,402.30	53,855.42	20,063.89	4.7855	5.0391	3.6249	5.0391
FNR 2023-17 DV	3136BPX89		3/25/2034	5.5000	3,761,744.00	100.0078	100.4043	3,762,037.41	3,776,952.77	14,915.36	17,241.33	5.4442	5.4990	7.2030	5.4990
FNR 2023-17 DV (1001811)		7/10/2023	3/25/2034	5.5000	3,761,744.00	100.0078		3,762,037.41	3,776,952.77	14,915.36	17,241.33	5.4442	5.4990	7.2030	5.4990
FR SB8304	3132D6GM6		5/1/2039	5.5000	4,082,034.65	100.0313	100.7185	4,083,310.29	4,111,364.93	28,054.64	18,709.33	5.4278	5.4969	9.8428	5.4969
FR SB8304 (1064019)		4/16/2024	5/1/2039	5.5000	4,082,034.65	100.0313		4,083,310.29	4,111,364.93	28,054.64	18,709.33	5.4278	5.4969	9.8428	5.4969
Energy Hedging Reserve								**90,088,275.26**	**90,473,675.55**	**385,400.29**	**36,183.89**	**3.4581**	**3.5122**	**0.5182**	**3.5122**
Guaranteed InvestmentContract 4/14/2025 3.290			4/14/2025	3.2900	27,303,903.62	100.0000	100.0000	27,303,903.62	27,303,903.62	0.00	0.00	3.2900	3.2900	0.0190	3.2900
Guaranteed InvestmentContract 5/12/2026 1.660			5/12/2026	1.6600	26,580,424.22	100.0000	100.0000	26,580,424.22	26,580,424.22	0.00	0.00	1.6600	1.6600	0.0200	1.6600
Guaranteed InvestmentContract 02/14/2028 4.88			2/14/2028	4.8800	26,073,634.92	100.0000	100.0000	26,073,634.92	26,073,634.92	0.00	0.00	4.8800	4.8800	0.0220	4.8800
FN BS6624	3140LHLE8		10/1/2029	3.8200	11,000,000.00	92.0938	95.5974	10,130,312.50	10,515,712.79	385,400.29	36,183.89	4.9138	5.4503	4.3038	5.4503
FN BS6624 (1013143)		11/14/2023	10/1/2029	3.8200	11,000,000.00	92.0938		10,130,312.50	10,515,712.79	385,400.29	36,183.89	4.9138	5.4503	4.3038	5.4503
EXXON								**3,398,091.90**	**3,427,345.43**	**29,253.53**	**0.00**	**4.1690**	**4.2137**	**0.7381**	**4.2137**
TREASURY BILL	912797MS3		10/2/2025	0.0000	3,535,000.00	96.1271	96.9546	3,398,091.90	3,427,345.43	29,253.53	0.00	4.1690	4.2137	0.7381	4.2137
TREASURY BILL (1089157)		10/18/2024	10/2/2025	0.0000	3,535,000.00	96.1271		3,398,091.90	3,427,345.43	29,253.53	0.00	4.1690	4.2137	0.7381	4.2137
GR Capital 2024								**403,569,610.54**	**402,720,452.42**	**-849,158.12**	**1,333,702.75**	**4.3379**	**3.9893**	**1.5214**	**3.9893**
STATE ST INST TR PL MM-PREM	857492862				21,109,756.26	1.0000	1.0000	21,109,756.26	21,109,756.26	0.00	0.00	4.4235	4.4235	0.0123	4.4235
Repo_JVBLoan_01.14.25			1/14/2025	5.1500	40,094,250.00	100.0000	100.0000	40,094,250.00	40,094,250.00	0.00	108,978.40	5.1500	5.1500	5.1500	5.1500
Collateral: 004SW6NY8 (1095998)		1/14/2025	1/14/2025	5.1500	40,094,250.00	100.0000		40,094,250.00	40,094,250.00	0.00	108,978.40	5.1500	5.1500	5.1500	5.1500
Terms: 5.15 Due 01/14/2025 G 48732															
US TREASURY N/B	91282CGG0		1/31/2025	4.1250	375,000.00	99.9336	99.9844	374,751.00	374,941.41	190.41	6,473.34	4.2385	4.1602	0.0839	4.1602
US TREASURY N/B (1001836)		3/30/2023	1/31/2025	4.1250	375,000.00	99.9336		374,751.00	374,941.41	190.41	6,473.34	4.2385	4.1602	0.0839	4.1602
TREASURY BILL	912797MU8		3/27/2025	0.0000	32,039,800.00	97.7952	99.0218	31,333,380.12	31,726,388.28	393,008.16	0.00	4.1927	4.8982	0.2333	4.8982
TREASURY BILL (1088104)		10/10/2024	3/27/2025	0.0000	32,039,800.00	97.7952		31,333,380.12	31,726,388.28	393,008.16	0.00	4.1927	4.8982	0.2333	4.8982
US TREASURY N/B	91282CGU9		3/31/2025	3.8750	375,000.00	98.0078	99.9004	367,529.25	374,626.47	7,097.22	3,712.65	4.2406	5.0745	0.2447	5.0745
US TREASURY N/B (1001835)		6/30/2023	3/31/2025	3.8750	375,000.00	98.0078		367,529.25	374,626.47	7,097.22	3,712.65	4.2406	5.0745	0.2447	5.0745

US TREASURY N/B	912828ZW3		6/30/2025	0.2500	29,095,700.00	97.4000	98.1035	28,339,221.69	28,543,904.70	204,683.01	200.94	4.1211	3.9331	0.4899	3.9331
US TREASURY N/B (1088105)		10/10/2024	6/30/2025	0.2500	29,095,700.00	97.4000		28,339,221.69	28,543,904.70	204,683.01	200.94	4.1211	3.9331	0.4899	3.9331
FREDDIE MAC	3137EAEX3		9/23/2025	0.3750	5,000,000.00	96.8323	97.2293	4,841,614.40	4,861,465.75	19,851.35	5,104.17	4.2884	3.7904	0.7116	3.7904
FREDDIE MAC (1088106)		10/10/2024	9/23/2025	0.3750	5,000,000.00	96.8323		4,841,614.40	4,861,465.75	19,851.35	5,104.17	4.2884	3.7904	0.7116	3.7904
US TREASURY N/B	91282CJB8		9/30/2025	5.0000	32,856,200.00	101.1495	100.5371	33,233,883.33	33,032,673.61	-201,209.72	419,728.93	4.2531	3.7837	0.7198	3.7837
US TREASURY N/B (1088116)		10/10/2024	9/30/2025	5.0000	32,856,200.00	101.1495		33,233,883.33	33,032,673.61	-201,209.72	419,728.93	4.2531	3.7837	0.7198	3.7837
FARMER MAC	31422BZ37		10/20/2025	4.7583	10,000,000.00	100.0000	100.0398	10,000,000.00	10,003,979.30	3,979.30	96,486.96	4.6953	5.5074	0.7761	5.5074
FARMER MAC (1001913)		10/20/2020	10/20/2025	4.7583	10,000,000.00	100.0000		10,000,000.00	10,003,979.30	3,979.30	96,486.96	4.6953	5.5074	0.7761	5.5074
US TREASURY N/B	91282CBC4		12/31/2025	0.3750	49,132,100.00	96.1056	96.2988	47,218,711.78	47,313,636.47	94,924.69	508.97	4.1930	3.6602	0.9785	3.6602
US TREASURY N/B (1088115)		10/10/2024	12/31/2025	0.3750	49,132,100.00	96.1056		47,218,711.78	47,313,636.47	94,924.69	508.97	4.1930	3.6602	0.9785	3.6602
FN AN0690	3138LCXU4		1/1/2026	3.0300	3,491,860.78	88.0716	98.3858	3,075,336.39	3,435,494.82	360,158.43	9,110.85	4.7230	8.1350	0.9821	8.1350
FN AN0690 (1001857)		5/16/2023	1/1/2026	3.0300	3,491,860.78	88.0716		3,075,336.39	3,435,494.82	360,158.43	9,110.85	4.7230	8.1350	0.9821	8.1350
US TREASURY N/B	91282CKH3		3/31/2026	4.5000	48,686,900.00	101.2996	100.2930	49,319,652.48	48,829,537.52	-490,114.96	559,765.59	4.2514	3.5853	1.1893	3.5853
US TREASURY N/B (1088114)		10/10/2024	3/31/2026	4.5000	48,686,900.00	101.2996		49,319,652.48	48,829,537.52	-490,114.96	559,765.59	4.2514	3.5853	1.1893	3.5853
US TREASURY N/B	9128287B0		6/30/2026	1.8750	49,224,200.00	97.2656	96.6309	47,878,207.08	47,565,767.30	-312,439.78	2,549.60	4.2165	3.5235	1.4552	3.5235
US TREASURY N/B (1088113)		10/10/2024	6/30/2026	1.8750	49,224,200.00	97.2656		47,878,207.08	47,565,767.30	-312,439.78	2,549.60	4.2165	3.5235	1.4552	3.5235
FANNIE MAE	3135G0Q22		9/24/2026	1.8750	5,000,000.00	96.9835	96.1097	4,849,172.90	4,805,483.65	-43,689.25	25,260.42	4.2302	3.4835	1.6669	3.4835
FANNIE MAE (1088112)		10/10/2024	9/24/2026	1.8750	5,000,000.00	96.9835		4,849,172.90	4,805,483.65	-43,689.25	25,260.42	4.2302	3.4835	1.6669	3.4835
US TREASURY N/B	91282CCZ2		9/30/2026	0.8750	24,782,400.00	95.1134	94.3867	23,571,389.69	23,391,294.25	-180,095.44	55,402.96	4.2414	3.4590	1.6977	3.4590
US TREASURY N/B (1088111)		10/10/2024	9/30/2026	0.8750	24,782,400.00	95.1134		23,571,389.69	23,391,294.25	-180,095.44	55,402.96	4.2414	3.4590	1.6977	3.4590
FEDERAL FARM CREDIT BANK	3133ERUE9		12/23/2026	3.5000	10,050,000.00	99.6890	98.5960	10,018,741.28	9,908,897.90	-109,843.38	7,816.67	4.2471	3.6495	1.8863	3.6495
FEDERAL FARM CREDIT BANK (1088110)		10/10/2024	12/23/2026	3.5000	10,050,000.00	99.6890		10,018,741.28	9,908,897.90	-109,843.38	7,816.67	4.2471	3.6495	1.8863	3.6495
US TREASURY N/B	912828YX2		12/31/2026	1.7500	9,635,600.00	96.4319	95.3125	9,291,788.21	9,183,931.25	-107,856.96	465.81	4.2186	3.4301	1.9326	3.4301
US TREASURY N/B (1088109)		10/10/2024	12/31/2026	1.7500	9,635,600.00	96.4319		9,291,788.21	9,183,931.25	-107,856.96	465.81	4.2186	3.4301	1.9326	3.4301
US TREASURY N/B	912828ZE3		3/31/2027	0.6250	19,937,700.00	93.4122	92.3438	18,624,253.57	18,411,219.84	-213,033.73	31,837.33	4.2320	3.4265	2.1847	3.4265
US TREASURY N/B (1088108)		10/10/2024	3/31/2027	0.6250	19,937,700.00	93.4122		18,624,253.57	18,411,219.84	-213,033.73	31,837.33	4.2320	3.4265	2.1847	3.4265
US TREASURY N/B	912828ZV5		6/30/2027	0.5000	21,659,400.00	92.4678	91.1992	20,027,971.11	19,753,203.64	-274,767.47	299.16	4.2478	3.4205	2.4351	3.4205
US TREASURY N/B (1088107)		10/10/2024	6/30/2027	0.5000	21,659,400.00	92.4678		20,027,971.11	19,753,203.64	-274,767.47	299.16	4.2478	3.4205	2.4351	3.4205
Linked Deposit Program								**3,315,965.00**	**3,315,965.00**	**0.00**	**0.00**	**0.0000**	**0.0000**	**0.2199**	**0.0000**
Linked Deposit Program 3/21/2025			3/21/2025	0.0000	1,027,425.00	100.0000	100.0000	1,027,425.00	1,027,425.00	0.00	0.00	0.0000	0.0000	0.4712	0.0000
Linked Deposit Program 3/21/2025 (1049430)		3/22/2024	3/21/2025	0.0000	1,027,425.00	100.0000		1,027,425.00	1,027,425.00	0.00	0.00	0.0000	0.0000	0.4712	0.0000
Linked Deposit Program 4/17/2025			4/17/2025	0.0000	215,000.00	100.0000	100.0000	215,000.00	215,000.00	0.00	0.00	0.0000	0.0000	0.5313	0.0000
Linked Deposit Program 4/17/2025 (1065661)		4/17/2024	4/17/2025	0.0000	215,000.00	100.0000		215,000.00	215,000.00	0.00	0.00	0.0000	0.0000	0.5313	0.0000
Linked Deposit Program 5/09/2025			5/9/2025	0.0000	242,000.00	100.0000	100.0000	242,000.00	242,000.00	0.00	0.00	0.0000	0.0000	0.5413	0.0000

Linked Deposit Program 5/09/2025 (1070015)		5/10/2024	5/9/2025	0.0000	242,000.00	100.0000		242,000.00	242,000.00	0.00	0.00	0.0000	0.0000	0.5413	0.0000
Linked Deposit Program 6/13/2025			6/13/2025	0.0000	121,000.00	100.0000	100.0000	121,000.00	121,000.00	0.00	0.00	0.0010	0.0010	0.0000	0.0010
Linked Deposit Program 6/13/2025 (1073642)		6/14/2024	6/13/2025	0.0000	121,000.00	100.0000		121,000.00	121,000.00	0.00	0.00	0.0010	0.0010	0.0000	0.0010
Linked Deposit Program 7/31/2025			7/31/2025	0.0000	520,030.00	100.0000	100.0000	520,030.00	520,030.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program 7/31/2025 (1079689)		7/31/2024	7/31/2025	0.0000	520,030.00	100.0000		520,030.00	520,030.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program 8/22/2025			8/22/2025	0.0000	165,000.00	100.0000	100.0000	165,000.00	165,000.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program 8/22/2025 (1082402)		8/23/2024	8/22/2025	0.0000	165,000.00	100.0000		165,000.00	165,000.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program10/24/2025			10/25/2025	0.0000	328,510.00	100.0000	100.0000	328,510.00	328,510.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program10/24/2025 (1089763)		10/24/2024	10/25/2025	0.0000	328,510.00	100.0000		328,510.00	328,510.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program11/20/2025			11/20/2025	0.0000	350,000.00	100.0000	100.0000	350,000.00	350,000.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program11/20/2025 (1093298)		11/20/2024	11/20/2025	0.0000	175,000.00	100.0000		175,000.00	175,000.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program11/20/2025 (1093299)		11/20/2024	11/20/2025	0.0000	175,000.00	100.0000		175,000.00	175,000.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program12/12/2025			12/12/2025	0.0000	347,000.00	100.0000	100.0000	347,000.00	347,000.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
Linked Deposit Program12/12/2025 (1095544)		12/13/2024	12/12/2025	0.0000	347,000.00	100.0000		347,000.00	347,000.00	0.00	0.00	0.0000	0.0000	0.0000	0.0000
LMEI								**6,498,189.89**	**6,554,131.57**	**55,941.68**	**0.00**	**4.1690**	**4.2137**	**0.7381**	**4.2137**
TREASURY BILL	912797MS3		10/2/2025	0.0000	6,760,000.00	96.1271	96.9546	6,498,189.89	6,554,131.57	55,941.68	0.00	4.1690	4.2137	0.7381	4.2137
TREASURY BILL (1089156)		10/18/2024	10/2/2025	0.0000	6,760,000.00	96.1271		6,498,189.89	6,554,131.57	55,941.68	0.00	4.1690	4.2137	0.7381	4.2137
Northern New York								**8,755,359.48**	**8,755,359.48**	**0.00**	**0.00**	**4.4030**	**4.4030**	**0.1750**	**4.4030**
FIDELITY INV MMKT GOVT-INST	31607A703				8,755,359.48	1.0000	1.0000	8,755,359.48	8,755,359.48	0.00	0.00	4.4030	4.4030	0.1750	4.4030
NYREDHC Funds								**98,084,874.87**	**98,084,872.44**	**-2.43**	**613,615.12**	**4.8578**	**4.8578**	**11.0997**	**4.8481**
GLDMN SCHS FIN SQ GV-FST	38141W273				3,914,367.00	1.0000	1.0000	3,914,367.00	3,914,367.00	0.00	0.00	4.3922	4.3922	0.0176	4.3922
FREDDIE MAC	3134GYXH0		7/28/2028	5.2500	10,000,000.00	99.9783	99.9783	9,997,834.20	9,997,834.20	0.00	223,125.00	5.2554	5.2554	3.1518	5.2554
FREDDIE MAC (1098100)		12/31/2024	7/28/2028	5.2500	10,000,000.00	99.9783		9,997,834.20	9,997,834.20	0.00	223,125.00	5.2554	5.2554	3.1518	5.2554
FHMS KF84 AS	3137FWGD6		7/25/2030	4.9858	5,030,414.79	99.4358	99.4358	5,002,032.99	5,002,032.99	0.00	21,597.05	5.1697	5.1697	4.8202	5.1697
FHMS KF84 AS (1097687)		12/31/2024	7/25/2030	4.9858	5,030,414.79	99.4358		5,002,032.99	5,002,032.99	0.00	21,597.05	5.1697	5.1697	4.8202	5.1697
FNR 2022-79 BV	3136BPHQ7		10/25/2033	5.5000	6,895,357.84	100.5189	100.5189	6,931,135.30	6,931,135.30	0.00	31,603.72	5.4258	5.4258	6.9563	5.4258
FNR 2022-79 BV (1097700)		12/31/2024	10/25/2033	5.5000	6,895,357.84	100.5189		6,931,135.30	6,931,135.30	0.00	31,603.72	5.4258	5.4258	6.9563	5.4258
GNR 2023-107 DV	38384BL58		6/20/2034	5.5000	10,167,091.54	101.1030	101.1030	10,279,231.61	10,279,231.61	0.00	46,599.17	5.3513	5.3513	7.3487	5.3513
GNR 2023-107 DV (1097709)		12/31/2024	6/20/2034	5.5000	10,167,091.54	101.1030		10,279,231.61	10,279,231.61	0.00	46,599.17	5.3513	5.3513	7.3487	5.3513
NEW YORK-B-2	64966Q7V6		10/1/2037	5.9550	5,170,000.00	105.0785	105.0785	5,432,558.45	5,432,556.02	-2.43	76,968.38	5.3978	5.3978	8.8457	5.2231
NEW YORK-B-2 (1097710)		12/31/2024	10/1/2037	5.9550	5,170,000.00	105.0785		5,432,558.45	5,432,556.02	-2.43	76,968.38	5.3978	5.3978	8.8457	5.2231
GNR 2023-68 JA	38384AJV6		4/20/2050	5.0000	15,206,518.08	99.1528	99.1528	15,077,688.00	15,077,688.00	0.00	63,360.49	5.0594	5.0594	14.1812	5.0594
GNR 2023-68 JA (1097708)		12/31/2024	4/20/2050	5.0000	15,206,518.08	99.1528		15,077,688.00	15,077,688.00	0.00	63,360.49	5.0594	5.0594	14.1812	5.0594
FHR 5265 DN	3137H93R8		9/25/2050	4.5000	20,420,017.25	98.0042	98.0042	20,012,467.60	20,012,467.60	0.00	76,575.06	4.6329	4.6329	15.0070	4.6329

FHR 5265 DN (1097706)		12/31/2024	9/25/2050	4.5000	20,420,017.25	98.0042		20,012,467.60	20,012,467.60	0.00	76,575.06	4.6329	4.6329	15.0070	4.6329
GNR 2022-137 JP	38383UWJ5		12/20/2051	4.0000	22,135,875.08	96.8453	96.8453	21,437,559.72	21,437,559.72	0.00	73,786.25	4.1956	4.1956	16.1898	4.1956
GNR 2022-137 JP (1097707)		12/31/2024	12/20/2051	4.0000	22,135,875.08	96.8453		21,437,559.72	21,437,559.72	0.00	73,786.25	4.1956	4.1956	16.1898	4.1956
Operating - Reserve and Working Capital								**296,101,416.24**	**398,964,466.38**	**618,308.57**	**214,237.13**	**3.0513**	**3.4244**	**1.1371**	**3.4244**
FDIC PROGRAM					15,547,560.34	1.0000	1.0000	15,547,560.34	15,547,560.34	0.00	0.00	5.5800	5.5800	0.0180	5.5800
INVESCO GVT & AGNCY-INST	825252885				46,622,841.89	1.0000	1.0000	46,622,841.89	46,622,841.89	0.00	0.00	4.4187	4.4187	0.1756	4.4187
STATE ST INST TR PL MM-PREM	857492862				52,565,463.71	1.0000	1.0000	52,565,463.71	52,565,463.71	0.00	0.00	4.4235	4.4235	0.0123	4.4235
STATE ST INST US GOV MM-PREM	857492706				89,753,617.21	1.0000	1.0000	89,753,617.21	89,753,617.21	0.00	0.00	4.4240	4.4240	0.1756	4.4240
TREASURY BILL	912797LX3		1/9/2025	0.0000	65,000,000.00	99.5229	99.9181	64,689,877.78	64,946,791.00	256,913.22	0.00	3.3226	4.6047	0.0246	4.6047
TREASURY BILL (1094353)		12/2/2024	1/9/2025	0.0000	65,000,000.00	99.5229		64,689,877.78	64,946,791.00	256,913.22	0.00	3.3226	4.6047	0.0246	4.6047
TREASURY BILL	912797MX2		1/14/2025	0.0000	6,000,000.00	99.4651	99.8607	5,967,907.67	5,991,643.08	23,735.41	0.00	3.6363	4.5646	0.0383	4.5646
TREASURY BILL (1094352)		12/2/2024	1/14/2025	0.0000	6,000,000.00	99.4651		5,967,907.67	5,991,643.08	23,735.41	0.00	3.6363	4.5646	0.0383	4.5646
TREASURY BILL	912797LY1		1/16/2025	0.0000	64,000,000.00	99.4430	99.8353	63,643,520.00	63,894,574.08	251,054.08	0.00	3.7641	4.5432	0.0438	4.5432
TREASURY BILL (1094350)		12/2/2024	1/16/2025	0.0000	14,000,000.00	99.4430		13,922,020.00	13,976,938.08	54,918.08	0.00	3.7641	4.5432	0.0438	4.5432
TREASURY BILL (1094351)		12/2/2024	1/16/2025	0.0000	50,000,000.00	99.4430		49,721,500.00	49,917,636.00	196,136.00	0.00	3.7641	4.5432	0.0438	4.5432
TREASURY BILL	912797MY0		1/21/2025	0.0000	7,000,000.00	99.3794	99.7753	6,956,561.11	6,984,269.39	27,708.28	0.00	3.9147	4.5583	0.0574	4.5583
TREASURY BILL (1094349)		12/2/2024	1/21/2025	0.0000	7,000,000.00	99.3794		6,956,561.11	6,984,269.39	27,708.28	0.00	3.9147	4.5583	0.0574	4.5583
TREASURY BILL	912797JR9		1/23/2025	0.0000	15,000,000.00	99.3637	99.7514	14,904,558.33	14,962,713.30	58,154.97	0.00	3.9547	4.4948	0.0629	4.4948
TREASURY BILL (1094348)		12/2/2024	1/23/2025	0.0000	15,000,000.00	99.3637		14,904,558.33	14,962,713.30	58,154.97	0.00	3.9547	4.4948	0.0629	4.4948
NEW YORK-TXBL-D-2	64966SHP4		10/1/2026	4.2670	1,000,000.00	100.0000	99.6892	1,000,000.00	996,892.32	-3,107.68	8,889.58	4.4512	4.2679	1.6538	4.2679
NEW YORK-TXBL-D-2 (1088612)		10/16/2024	10/1/2026	4.2670	1,000,000.00	100.0000		1,000,000.00	996,892.32	-3,107.68	8,889.58	4.4512	4.2679	1.6538	4.2679
NYC TRANSITIONAL FIN	64971XD47		8/1/2028	1.5500	3,290,000.00	88.5000	89.8634	2,911,650.00	2,956,504.22	44,854.22	21,247.92	4.6505	4.4079	3.3903	4.4079
NYC TRANSITIONAL FIN (1022120)		2/9/2024	8/1/2028	1.5500	3,290,000.00	88.5000		2,911,650.00	2,956,504.22	44,854.22	21,247.92	4.6505	4.4079	3.3903	4.4079
MET TRN AUTH	59259YCA5		11/15/2031	6.5480	1,200,000.00	104.6960	104.0532	1,256,352.00	1,248,638.22	-7,713.78	10,040.27	5.7776	5.7067	5.4588	5.7067
MET TRN AUTH (1076476)		7/3/2024	11/15/2031	6.5480	1,200,000.00	104.6960		1,256,352.00	1,248,638.22	-7,713.78	10,040.27	5.7776	5.7067	5.4588	5.7067
DASNY -TXBL-C	64990FE34		3/15/2032	2.2520	2,430,000.00	82.6620	83.2766	2,008,686.60	2,023,620.92	14,934.32	16,113.06	5.0493	4.8800	6.4157	4.8800
DASNY -TXBL-C (1022565)		2/23/2024	3/15/2032	2.2520	2,430,000.00	82.6620		2,008,686.60	2,023,620.92	14,934.32	16,113.06	5.0493	4.8800	6.4157	4.8800
NEW YORK -C-3 -TXBL-R	64966QGB0		8/1/2035	2.5300	4,000,000.00	78.8200	78.6283	3,152,800.00	3,145,131.52	-7,668.48	42,166.67	5.1773	4.9809	8.8031	4.9809
NEW YORK -C-3 -TXBL-R (1022564)		2/23/2024	8/1/2035	2.5300	4,000,000.00	78.8200		3,152,800.00	3,145,131.52	-7,668.48	42,166.67	5.1773	4.9809	8.8031	4.9809
FNR 2024-7 BV	3136BQX87		10/25/2036	5.5000	5,278,820.43	100.1875	99.9107	5,288,718.22	5,274,108.29	-14,609.93	24,194.59	5.5103	5.4790	8.6151	5.4790
FNR 2024-7 BV (1076295)		7/8/2024	10/25/2036	5.5000	5,278,820.43	100.1875		5,288,718.22	5,274,108.29	-14,609.93	24,194.59	5.5103	5.4790	8.6151	5.4790
GNR 2024-110 AJ	38384QYX0		8/20/2052	4.5000	4,932,373.72	98.0000	97.2147	4,833,726.24	4,794,992.96	-38,733.28	18,496.40	4.6798	4.6281	15.5099	4.6281
GNR 2024-110 AJ (1092167)		11/15/2024	8/20/2052	4.5000	4,932,373.72	98.0000		4,833,726.24	4,794,992.96	-38,733.28	18,496.40	4.6798	4.6281	15.5099	4.6281
FNR 2023-21 MP	3136BP2M2		1/25/2053	5.0000	17,541,272.60	98.2957	98.3686	17,242,316.71	17,255,103.93	12,787.22	73,088.64	5.1095	5.1118	14.8537	5.1118

FNR 2023-21 MP (1001809)		6/23/2023	1/25/2053	5.0000	17,541,272.60	98.2957		17,242,316.71	17,255,103.93	12,787.22	73,088.64	5.1095	5.1118	14.8537	5.1118
SFP Capital								**9,230,000.00**	**9,230,000.00**	**0.00**	**0.00**	**4.4059**	**4.4059**	**0.1756**	**4.4059**
DWS GOVT MMKT SER-INST	25160K207				9,230,000.00	1.0000	1.0000	9,230,000.00	9,230,000.00	0.00	0.00	4.4059	4.4059	0.1756	4.4059
SFP Capital 2023								**111,982,354.63**	**112,792,467.75**	**810,113.12**	**1,117,961.33**	**4.4518**	**5.0096**	**0.4354**	**5.0096**
DWS GOVT MMKT SER-INST	25160K207				23,320,946.07	1.0000	1.0000	23,320,946.07	23,320,946.07	0.00	0.00	4.4059	4.4059	0.1756	4.4059
FEDERAL HOME LOAN BANK	3130AXN61		2/18/2025	5.3100	10,970,000.00	100.0434	100.0831	10,974,758.30	10,979,113.77	4,355.47	215,203.98	4.5928	5.2810	0.1298	5.2810
FEDERAL HOME LOAN BANK (1003211)		11/16/2023	2/18/2025	5.3100	10,970,000.00	100.0434		10,974,758.30	10,979,113.77	4,355.47	215,203.98	4.5928	5.2810	0.1298	5.2810
TENN VAL AUTH CPN STRIP	88059E4U5		3/15/2025	0.0000	784,000.00	93.0862	98.9873	729,796.05	776,060.20	46,264.15	0.00	5.0463	5.5436	0.2035	5.5436
TENN VAL AUTH CPN STRIP (1003256)		11/16/2023	3/15/2025	0.0000	784,000.00	93.0862		729,796.05	776,060.20	46,264.15	0.00	5.0463	5.5436	0.2035	5.5436
FEDERAL HOME LOAN BANK	3130AXN79		3/17/2025	5.2700	7,440,000.00	100.0422	100.1396	7,443,136.91	7,450,385.27	7,248.36	113,269.87	4.5296	5.2427	0.2091	5.2427
FEDERAL HOME LOAN BANK (1003210)		11/16/2023	3/17/2025	5.2700	7,440,000.00	100.0422		7,443,136.91	7,450,385.27	7,248.36	113,269.87	4.5296	5.2427	0.2091	5.2427
FEDERAL HOME LOAN BANK	3130AXN87		4/15/2025	5.2600	7,620,000.00	100.0395	100.2010	7,623,009.38	7,635,316.50	12,307.12	84,615.87	4.5040	5.2342	0.2852	5.2342
FEDERAL HOME LOAN BANK (1003209)		11/16/2023	4/15/2025	5.2600	7,620,000.00	100.0395		7,623,009.38	7,635,316.50	12,307.12	84,615.87	4.5040	5.2342	0.2852	5.2342
FEDERAL HOME LOAN BANK	3130AXN95		5/15/2025	5.2300	3,580,000.00	100.0350	100.2579	3,581,253.21	3,589,231.57	7,978.36	23,924.34	4.4971	5.2055	0.3661	5.2055
FEDERAL HOME LOAN BANK (1003208)		11/16/2023	5/15/2025	5.2300	3,580,000.00	100.0350		3,581,253.21	3,589,231.57	7,978.36	23,924.34	4.4971	5.2055	0.3661	5.2055
TENN VALLEY AUTHORITY	880591EW8		5/15/2025	0.7500	3,472,000.00	93.5313	98.7153	3,247,405.00	3,427,393.51	179,988.51	3,327.33	4.2455	5.3011	0.3664	5.3011
TENN VALLEY AUTHORITY (1003255)		11/16/2023	5/15/2025	0.7500	3,472,000.00	93.5313		3,247,405.00	3,427,393.51	179,988.51	3,327.33	4.2455	5.3011	0.3664	5.3011
FEDERAL HOME LOAN BANK	3130AJKW8		6/13/2025	0.5000	2,990,000.00	92.9466	98.3273	2,779,104.20	2,939,987.17	160,882.97	747.50	4.2831	5.2267	0.4415	5.2267
FEDERAL HOME LOAN BANK (1003207)		11/16/2023	6/13/2025	0.5000	2,990,000.00	92.9466		2,779,104.20	2,939,987.17	160,882.97	747.50	4.2831	5.2267	0.4415	5.2267
TENN VAL AUTH CPN STRIP	88059ET61		6/15/2025	0.0000	2,000.00	91.8625	97.9027	1,837.25	1,958.05	120.80	0.00	4.7103	5.5216	0.4460	5.5216
TENN VAL AUTH CPN STRIP (1003254)		11/16/2023	6/15/2025	0.0000	2,000.00	91.8625		1,837.25	1,958.05	120.80	0.00	4.7103	5.5216	0.4460	5.5216
FEDERAL HOME LOAN BANK	3130AXNA2		6/16/2025	5.2000	3,090,000.00	100.0389	100.3155	3,091,202.29	3,099,747.96	8,545.67	6,695.00	4.4886	5.1771	0.4491	5.1771
FEDERAL HOME LOAN BANK (1003206)		11/16/2023	6/16/2025	5.2000	3,090,000.00	100.0389		3,091,202.29	3,099,747.96	8,545.67	6,695.00	4.4886	5.1771	0.4491	5.1771
FEDERAL HOME LOAN BANK	3130AXNB0		7/15/2025	5.1700	10,260,000.00	100.0412	100.3602	10,264,222.45	10,296,960.62	32,738.17	244,592.70	4.4842	5.1484	0.5148	5.1484
FEDERAL HOME LOAN BANK (1003205)		11/16/2023	7/15/2025	5.1700	10,260,000.00	100.0412		10,264,222.45	10,296,960.62	32,738.17	244,592.70	4.4842	5.1484	0.5148	5.1484
FEDERAL HOME LOAN BANK	3130AXNC8		8/15/2025	5.1500	9,870,000.00	100.0418	100.4043	9,874,126.14	9,909,909.15	35,783.01	192,026.33	4.4779	5.1296	0.5964	5.1296
FEDERAL HOME LOAN BANK (1003204)		11/16/2023	8/15/2025	5.1500	9,870,000.00	100.0418		9,874,126.14	9,909,909.15	35,783.01	192,026.33	4.4779	5.1296	0.5964	5.1296
FEDERAL HOME LOAN BANK	3130A6C70		9/12/2025	2.6250	360,000.00	95.6452	98.8533	344,322.54	355,871.73	11,549.19	2,861.25	4.3099	5.1584	0.6761	5.1584
FEDERAL HOME LOAN BANK (1003203)		11/16/2023	9/12/2025	2.6250	360,000.00	95.6452		344,322.54	355,871.73	11,549.19	2,861.25	4.3099	5.1584	0.6761	5.1584
FEDERAL HOME LOAN BANK	3130AJXA2		9/12/2025	0.3750	710,000.00	91.7836	97.3483	651,663.76	691,172.60	39,508.84	806.15	4.2812	5.1588	0.6817	5.1588
FEDERAL HOME LOAN BANK (1003202)		11/16/2023	9/12/2025	0.3750	710,000.00	91.7836		651,663.76	691,172.60	39,508.84	806.15	4.2812	5.1588	0.6817	5.1588
FEDERAL HOME LOAN BANK	3130AWS92		9/12/2025	4.8750	5,990,000.00	99.4976	100.3329	5,959,905.72	6,009,940.11	50,034.39	88,414.90	4.3750	5.1581	0.6707	5.1581
FEDERAL HOME LOAN BANK (1003201)		11/16/2023	9/12/2025	4.8750	5,990,000.00	99.4976		5,959,905.72	6,009,940.11	50,034.39	88,414.90	4.3750	5.1581	0.6707	5.1581
TENN VAL AUTH CPN STRIP	88059E4V3		9/15/2025	0.0000	1,042,000.00	90.8741	96.7475	946,908.11	1,008,109.24	61,201.13	0.00	4.7561	5.3666	0.6826	5.3666

TENN VAL AUTH CPN STRIP (1003253)		11/16/2023	9/15/2025	0.0000	1,042,000.00	90.8741		946,908.11	1,008,109.24	61,201.13	0.00	4.7561	5.3666	0.6826	5.3666
FEDERAL FARM CREDIT BANK	3133EPYK5		10/10/2025	5.1250	7,200,000.00	99.9519	100.6055	7,196,533.74	7,243,597.44	47,063.70	83,025.00	4.3129	5.1490	0.7465	5.1490
FEDERAL FARM CREDIT BANK (1003200)		11/16/2023	10/10/2025	5.1250	7,200,000.00	99.9519		7,196,533.74	7,243,597.44	47,063.70	83,025.00	4.3129	5.1490	0.7465	5.1490
FEDERAL HOME LOAN BANK	3130AXND6		11/17/2025	5.0900	7,360,000.00	100.0340	100.5383	7,362,503.96	7,399,618.44	37,114.48	45,787.38	4.4523	5.0718	0.8466	5.0718
FEDERAL HOME LOAN BANK (1003199)		11/16/2023	11/17/2025	5.0900	7,360,000.00	100.0340		7,362,503.96	7,399,618.44	37,114.48	45,787.38	4.4523	5.0718	0.8466	5.0718
FREDDIE MAC	3134A2HG6		12/11/2025	0.0000	1,000,000.00	89.9063	96.1676	899,062.50	961,675.95	62,613.45	0.00	4.2162	5.2786	0.9082	5.2786
FREDDIE MAC (1003252)		11/16/2023	12/11/2025	0.0000	1,000,000.00	89.9063		899,062.50	961,675.95	62,613.45	0.00	4.2162	5.2786	0.9082	5.2786
FEDERAL HOME LOAN BANK	3130AXNE4		12/15/2025	5.0700	5,620,000.00	100.5354	100.5773	5,650,090.12	5,652,442.07	2,351.95	12,663.73	4.4442	4.7984	0.9227	4.7984
FEDERAL HOME LOAN BANK (1003025)		11/16/2023	12/15/2025	5.0700	5,620,000.00	100.5354		5,650,090.12	5,652,442.07	2,351.95	12,663.73	4.4442	4.7984	0.9227	4.7984
TENN VAL AUTH CPN STRIP	88059EXN9		12/15/2025	0.0000	45,000.00	90.1487	95.6230	40,566.93	43,030.33	2,463.40	0.00	4.7873	5.1138	0.9137	5.1138
TENN VAL AUTH CPN STRIP (1003024)		11/16/2023	12/15/2025	0.0000	45,000.00	90.1487		40,566.93	43,030.33	2,463.40	0.00	4.7873	5.1138	0.9137	5.1138
SFP Capitalized Interest								**4,972,185.17**	**4,972,185.17**	**0.00**	**0.00**	**4.4059**	**4.4059**	**0.1756**	**4.4059**
DWS GOVT MMKT SER-INST	25160K207				4,972,185.17	1.0000	1.0000	4,972,185.17	4,972,185.17	0.00	0.00	4.4059	4.4059	0.1756	4.4059
SFP Capitalized Interest 2023								**13,175,191.14**	**13,530,594.02**	**355,402.88**	**70,500.16**	**4.2658**	**5.1557**	**0.4395**	**5.1557**
US TREASURY N/B	91282CGX3		4/30/2025	3.8750	10,414,000.00	98.1460	99.8574	10,220,924.44	10,399,151.93	178,227.49	69,115.01	4.2832	5.2123	0.3269	5.2123
US TREASURY N/B (1003235)		11/16/2023	4/30/2025	3.8750	10,414,000.00	98.1460		10,220,924.44	10,399,151.93	178,227.49	69,115.01	4.2832	5.2123	0.3269	5.2123
US TREASURY N/B	91282CAT8		10/31/2025	0.2500	3,235,000.00	91.3220	96.7988	2,954,266.70	3,131,442.09	177,175.39	1,385.15	4.2076	4.9599	0.8137	4.9599
US TREASURY N/B (1003234)		11/16/2023	10/31/2025	0.2500	3,235,000.00	91.3220		2,954,266.70	3,131,442.09	177,175.39	1,385.15	4.2076	4.9599	0.8137	4.9599
SFP Operating								**4,707,836.90**	**4,707,836.90**	**0.00**	**0.00**	**4.4059**	**4.4059**	**0.1756**	**4.4059**
DWS GOVT MMKT SER-INST	25160K207				4,707,836.90	1.0000	1.0000	4,707,836.90	4,707,836.90	0.00	0.00	4.4059	4.4059	0.1756	4.4059
SFP Operating Reserve								**13,600,000.00**	**13,491,614.12**	**-108,385.88**	**15,810.00**	**4.8726**	**4.6500**	**3.5822**	**4.6500**
FEDERAL HOME LOAN BANK	3130AY6N1		12/22/2028	4.6500	13,600,000.00	100.0000	99.2030	13,600,000.00	13,491,614.12	-108,385.88	15,810.00	4.8726	4.6500	3.5822	4.6500
FEDERAL HOME LOAN BANK (1021246)		12/22/2023	12/22/2028	4.6500	13,600,000.00	100.0000		13,600,000.00	13,491,614.12	-108,385.88	15,810.00	4.8726	4.6500	3.5822	4.6500
Spent Fuel Reserve								**257,417,512.30**	**256,854,246.88**	**-563,265.42**	**1,138,180.92**	**4.8750**	**4.9172**	**7.9503**	**4.9164**
FIDELITY INV MMKT GOVT-INST	31607A703				3,493,762.59	1.0000	1.0000	3,493,762.59	3,493,762.59	0.00	0.00	4.4030	4.4030	0.1750	4.4030
FEDERAL HOME LOAN BANK	3130AXQL5		12/11/2026	4.8750	15,000,000.00	100.0633	101.1027	15,009,498.90	15,165,405.30	155,906.40	40,625.00	4.2768	4.8500	1.8354	4.8500
FEDERAL HOME LOAN BANK (1003316)		11/6/2023	12/11/2026	4.8750	15,000,000.00	100.0633		15,009,498.90	15,165,405.30	155,906.40	40,625.00	4.2768	4.8500	1.8354	4.8500
Guaranteed InvestmentContract 4/12/2027 3.470			4/12/2027	3.4700	27,433,676.63	100.0000	100.0000	27,433,676.63	27,433,676.63	0.00	0.00	3.4700	3.4700	0.0210	3.4700
GN 781277	36225BM21		12/15/2028	7.0000	29,398.14	102.9688	102.7932	30,270.92	30,219.30	-51.62	171.49	6.2020	6.7596	3.4984	6.7596
GN 781277 (1001854)		3/28/2002	12/15/2028	7.0000	29,398.14	102.9688		30,270.92	30,219.30	-51.62	171.49	6.2020	6.7596	3.4984	6.7596
NYC TRANSIT-B-2-TXBL	64972JKR8		11/1/2029	4.5740	5,430,000.00	101.3780	99.1156	5,504,825.40	5,381,976.70	-122,848.70	41,394.70	4.7797	4.2784	4.2548	4.2784
NYC TRANSIT-B-2-TXBL (1080505)		8/7/2024	11/1/2029	4.5740	5,430,000.00	101.3780		5,504,825.40	5,381,976.70	-122,848.70	41,394.70	4.7797	4.2784	4.2548	4.2784
FEDERAL HOME LOAN BANK	3130B3R21		11/15/2029	4.4000	4,175,000.00	99.8750	98.7723	4,169,781.25	4,123,741.60	-46,039.65	23,472.78	4.6836	4.4281	4.3102	4.4281
FEDERAL HOME LOAN BANK (1093555)		11/21/2024	11/15/2029	4.4000	4,175,000.00	99.8750		4,169,781.25	4,123,741.60	-46,039.65	23,472.78	4.6836	4.4281	4.3102	4.4281

FR WN2454	3132XGWQ5		2/1/2030	4.9900	15,500,000.00	97.3047	99.8689	15,082,226.56	15,479,671.91	397,445.35	66,602.64	5.0921	5.5796	4.4554	5.5796
FR WN2454 (1013142)		11/14/2023	2/1/2030	4.9900	15,500,000.00	97.3047		15,082,226.56	15,479,671.91	397,445.35	66,602.64	5.0921	5.5796	4.4554	5.5796
FRESB 2023-SB109 A7F	30333MAB2		8/25/2030	4.2400	6,734,245.97	95.0592	97.0734	6,401,520.35	6,537,159.58	135,639.23	23,794.34	4.8330	5.0880	4.9822	5.0880
FRESB 2023-SB109 A7F (1001915)		9/22/2023	8/25/2030	4.2400	6,734,245.97	95.0592		6,401,520.35	6,537,159.58	135,639.23	23,794.34	4.8330	5.0880	4.9822	5.0880
NYC TRANSITIONAL-F2	64972JGA0		2/1/2032	4.6400	7,000,000.00	101.8030	98.1188	7,126,210.00	6,868,312.64	-257,897.36	135,333.33	4.9574	4.3541	5.8444	4.3541
NYC TRANSITIONAL-F2 (1081629)		8/15/2024	2/1/2032	4.6400	7,000,000.00	101.8030		7,126,210.00	6,868,312.64	-257,897.36	135,333.33	4.9574	4.3541	5.8444	4.3541
FHMS KJ42 A2	3137H92P3		11/25/2032	4.1180	6,000,000.00	93.4063	96.6475	5,604,378.00	5,798,849.76	194,471.76	20,590.00	4.6254	5.0146	6.7105	5.0146
FHMS KJ42 A2 (1001858)		9/15/2023	11/25/2032	4.1180	6,000,000.00	93.4063		5,604,378.00	5,798,849.76	194,471.76	20,590.00	4.6254	5.0146	6.7105	5.0146
FHR 5260 CV	3137H8V40		9/25/2033	4.5000	10,457,203.07	97.6463	97.0618	10,211,071.86	10,149,948.48	-61,123.38	39,214.51	4.9145	4.7801	7.1665	4.7801
FHR 5260 CV (1001859)		12/19/2022	9/25/2033	4.5000	10,457,203.07	97.6463		10,211,071.86	10,149,948.48	-61,123.38	39,214.51	4.9145	4.7801	7.1665	4.7801
FEDERAL HOME LOAN BANK	3130AXR42		11/25/2033	5.3800	10,000,000.00	100.0000	99.4299	10,000,000.00	9,942,990.70	-57,009.30	53,800.00	5.4609	5.3801	6.9546	5.3801
FEDERAL HOME LOAN BANK (1003313)		11/30/2023	11/25/2033	5.3800	10,000,000.00	100.0000		10,000,000.00	9,942,990.70	-57,009.30	53,800.00	5.4609	5.3801	6.9546	5.3801
GNR 2023-13 DV	38383HNU9		12/20/2033	5.5000	4,936,852.62	97.9303	101.0769	4,834,674.58	4,990,019.56	155,344.98	22,627.24	5.3486	5.7642	7.0526	5.7642
GNR 2023-13 DV (1001814)		7/10/2023	12/20/2033	5.5000	4,936,852.62	97.9303		4,834,674.58	4,990,019.56	155,344.98	22,627.24	5.3486	5.7642	7.0526	5.7642
GNR 2023-107 NV	38384BL82		5/20/2034	6.0000	5,480,716.78	100.8125	101.7919	5,525,247.61	5,578,926.78	53,679.17	27,403.58	5.7525	5.8973	7.1469	5.8973
GNR 2023-107 NV (1001850)		9/15/2023	5/20/2034	6.0000	5,480,716.78	100.8125		5,525,247.61	5,578,926.78	53,679.17	27,403.58	5.7525	5.8973	7.1469	5.8973
GNR 2023-107 VD	38384BQ53		5/20/2034	6.0000	9,137,413.76	100.8125	102.4598	9,211,655.25	9,362,173.85	150,518.60	45,687.07	5.6616	5.8973	7.1580	5.8973
GNR 2023-107 VD (1001849)		9/14/2023	5/20/2034	6.0000	9,137,413.76	100.8125		9,211,655.25	9,362,173.85	150,518.60	45,687.07	5.6616	5.8973	7.1580	5.8973
CORNELL UNIVERSITY	219207AC1		6/15/2034	4.8350	1,500,000.00	100.0000	98.3290	1,500,000.00	1,474,935.11	-25,064.89	3,223.33	5.0592	4.8358	7.4765	4.8358
CORNELL UNIVERSITY (1063340)		4/11/2024	6/15/2034	4.8350	1,500,000.00	100.0000		1,500,000.00	1,474,935.11	-25,064.89	3,223.33	5.0592	4.8358	7.4765	4.8358
GNR 2023-116 QV	38384EEZ4		6/20/2034	6.0000	13,298,391.47	100.8125	102.4566	13,406,440.91	13,625,084.41	218,643.50	66,491.96	5.6642	5.8979	7.2047	5.8979
GNR 2023-116 QV (1001912)		9/14/2023	6/20/2034	6.0000	13,298,391.47	100.8125		13,406,440.91	13,625,084.41	218,643.50	66,491.96	5.6642	5.8979	7.2047	5.8979
FN FS4615	3140XLDV7		7/1/2034	4.0000	2,222,318.61	99.7188	97.5028	2,216,069.45	2,166,823.43	-49,246.02	7,407.73	4.3210	4.0314	7.8506	4.0314
FN FS4615 (1001855)		5/17/2023	7/1/2034	4.0000	2,222,318.61	99.7188		2,216,069.45	2,166,823.43	-49,246.02	7,407.73	4.3210	4.0314	7.8506	4.0314
NEW YORK -C-3 -TXBL-R	64966QGA2		8/1/2034	2.4900	2,000,000.00	83.3880	80.5051	1,667,760.00	1,610,101.78	-57,658.22	20,750.00	5.0841	4.6437	8.1262	4.6437
NEW YORK -C-3 -TXBL-R (1094988)		12/5/2024	8/1/2034	2.4900	2,000,000.00	83.3880		1,667,760.00	1,610,101.78	-57,658.22	20,750.00	5.0841	4.6437	8.1262	4.6437
NEW YORK-B-2	64966Q7S3		10/1/2034	5.7550	3,570,000.00	106.0030	104.4462	3,784,307.10	3,728,728.70	-55,578.40	51,363.38	5.1675	5.0175	7.3580	4.9610
NEW YORK-B-2 (1022566)		2/23/2024	10/1/2034	5.7550	3,570,000.00	106.0030		3,784,307.10	3,728,728.70	-55,578.40	51,363.38	5.1675	5.0175	7.3580	4.9610
FEDERAL HOME LOAN BANK	3130B3W41		11/26/2036	5.0900	15,000,000.00	100.0000	98.5255	15,000,000.00	14,778,830.70	-221,169.30	74,229.17	5.2576	5.0899	8.7717	5.0898
FEDERAL HOME LOAN BANK (1094502)		11/29/2024	11/26/2036	5.0900	15,000,000.00	100.0000		15,000,000.00	14,778,830.70	-221,169.30	74,229.17	5.2576	5.0899	8.7717	5.0898
NEW YORK-TXBL-D-2	64966SHY5		10/1/2037	4.9690	3,000,000.00	98.0910	97.2240	2,942,730.00	2,916,719.52	-26,010.48	31,056.25	5.2702	5.1736	9.2006	5.1736
NEW YORK-TXBL-D-2 (1091567)		11/7/2024	10/1/2037	4.9690	3,000,000.00	98.0910		2,942,730.00	2,916,719.52	-26,010.48	31,056.25	5.2702	5.1736	9.2006	5.1736
FN MA5219	31418EYR5		12/1/2038	5.5000	10,004,569.51	99.3437	100.7440	9,938,914.51	10,079,008.21	140,093.70	45,854.28	5.4237	5.5645	9.6538	5.5645
FN MA5219 (1013144)		11/15/2023	12/1/2038	5.5000	10,004,569.51	99.3437		9,938,914.51	10,079,008.21	140,093.70	45,854.28	5.4237	5.5645	9.6538	5.5645

FR SB8273	3132D6FN5		12/1/2038	5.5000	8,931,823.42	99.3281	100.7440	8,871,812.74	8,998,280.38	126,467.64	40,937.52	5.4237	5.5660	9.6538	5.5660
FR SB8273 (1013145)		11/15/2023	12/1/2038	5.5000	8,931,823.42	99.3281		8,871,812.74	8,998,280.38	126,467.64	40,937.52	5.4237	5.5660	9.6538	5.5660
FHR 4831 FA	3137FHQL0		10/15/2048	5.0121	6,872,644.75	99.7969	97.7304	6,858,686.40	6,716,666.43	-142,019.97	15,349.07	5.1781	5.7423	13.7152	5.7423
FHR 4831 FA (1001861)		6/22/2020	10/15/2048	5.0121	6,872,644.75	99.7969		6,858,686.40	6,716,666.43	-142,019.97	15,349.07	5.1781	5.7423	13.7152	5.7423
GNR 2022-152 DA	38383YDT6		6/20/2051	4.5000	18,435,921.68	99.4229	97.6672	18,329,527.97	18,005,847.02	-323,680.95	69,134.71	4.6534	4.5361	15.2035	4.5361
GNR 2022-152 DA (1001851)		12/19/2022	6/20/2051	4.5000	18,435,921.68	99.4229		18,329,527.97	18,005,847.02	-323,680.95	69,134.71	4.6534	4.5361	15.2035	4.5361
GNR 2022-208 PA	38383L2D1		7/20/2051	4.7500	21,983,874.24	99.8826	98.3686	21,958,065.17	21,625,223.38	-332,841.79	87,019.50	4.8595	4.7575	14.8624	4.7575
GNR 2022-208 PA (1001853)		12/30/2022	7/20/2051	4.7500	21,983,874.24	99.8826		21,958,065.17	21,625,223.38	-332,841.79	87,019.50	4.8595	4.7575	14.8624	4.7575
GNR 2022-213 EC	38383LYR5		7/20/2052	4.7500	21,384,590.37	99.6250	97.2250	21,304,398.15	20,791,162.43	-513,235.72	84,647.34	4.9344	4.7737	15.0581	4.7737
GNR 2022-213 EC (1001852)		12/30/2022	7/20/2052	4.7500	21,384,590.37	99.6250		21,304,398.15	20,791,162.43	-513,235.72	84,647.34	4.9344	4.7737	15.0581	4.7737
Stripper Well								**403,733.69**	**407,209.36**	**3,475.67**	**0.00**	**4.1690**	**4.2137**	**0.7381**	**4.2137**
TREASURY BILL	912797MS3		10/2/2025	0.0000	420,000.00	96.1271	96.9546	403,733.69	407,209.36	3,475.67	0.00	4.1690	4.2137	0.7381	4.2137
TREASURY BILL (1089158)		10/18/2024	10/2/2025	0.0000	420,000.00	96.1271		403,733.69	407,209.36	3,475.67	0.00	4.1690	4.2137	0.7381	4.2137
Western New York								**55,449,051.52**	**55,449,051.52**	**0.00**	**29,502.78**	**4.3885**	**4.3885**	**0.5619**	**4.3885**
FIDELITY INV MMKT GOVT-INST	31607A703				50,184,798.54	1.0000	1.0000	50,184,798.54	50,184,798.54	0.00	0.00	4.4030	4.4030	0.1750	4.4030
CDAR IDB 05/15/2025			5/15/2025	4.2500	5,264,252.98	100.0000	100.0000	5,264,252.98	5,264,252.98	0.00	29,502.78	4.2500	4.2500	4.2500	4.2500
Report Totals:					**2,154,750,065.78**			**1,922,444,070.44**	**2,026,258,481.31**	**1,569,669.30**	**6,196,830.85**	**4.4975**	**4.5359**	**3.2356**	**4.5343**

Exhibit "A - Section V"

March 25, 2025

POWER AUTHORITY OF THE STATE OF NEW YORK
Summary of Bids/Offers Solicited for the Purchase and Sale of Securities
For the Year Ended December 31, 2024

Brokers	Bids/Offers Accepted	Total Cost Purchases/Sales	Money Markets, CDs and Repurchase Agreements	Total Transactions
Academy Securities‡	15	289,899,000		289,899,000
Amherst Pierpont Securities	-	-		-
Bancroft Captial	-	-		-
Bank of America Merrill Lynch	6	55,000,000		55,000,000
BMO Capital Markets	22	241,280,000		241,280,000
Bank of New York	1	6,000,000		6,000,000
Bank of Oklahoma	2	15,000,000		15,000,000
Barclays Capital	10	75,052,000		75,052,000
Brean Capital	1	5,000,000		5,000,000
Cantor Fitzgerald	4	43,556,000		43,556,000
CastleOak *	6	212,000,000		212,000,000
Citigroup	14	203,200,000		203,200,000
Goldman Sachs	5	147,000,000		147,000,000
Great Pacific Securities *	2	110,000,000		110,000,000
Inst'l Cash Distributors (Money Mkt Funds)	756	-	7,641,373,307	7,641,373,307
JP Morgan Securities	8	83,679,000		83,679,000
Loop Capital Markets LLC *	15	287,000,000		287,000,000
LPS Partners	2	7,750,000		7,750,000
MFR Securities *	4	42,000,000		42,000,000
Morgan Stanley	4	56,430,000		56,430,000
Multibank Securities‡	3	44,000,000		44,000,000
Nomura Securities	4	39,185,000		39,185,000
Old Orchard Capital Management	1	2,000,000		2,000,000
Piper Sandler	4	38,000,000		38,000,000
PNC Bank	1	3,570,000		3,570,000
Raymond James	1	3,440,000		3,440,000
RBC Capital Markets	5	37,000,000		37,000,000
Santander	12	130,000,000		130,000,000
Spring Lake Asset Management	2	5,000,000		5,000,000
Stifel	3	10,735,000		10,735,000
StonEx Financial	6	69,500,000		69,500,000
Wells Fargo Securities	11	102,000,000		102,000,000
Grand Total	930	**$2,364,276,000**	**$7,641,373,307**	**$10,005,649,307**

* Minority/Woman Owned Business dealer; accounted for 28% of non-money market, CD, repo transactions in 2024.
‡ Service Disabled Veteran Owned Dealer; accounted for 14% of non-money market, CD, repo transactions in 2024.
The Authority paid financial advisor fees of $394,035 in 2023.

NEW YORK STATE | NY Power Authority | Canal Corporation

Memorandum

Date: **March 18, 2025**

To: **GOVERNANCE COMMITTEE**

From: **PRESIDENT & CHIEF EXECUTIVE OFFICER**

Subject: **Annual Report on New York Power Authority's 2025 Mission Statement and Strategic Plan**

SUMMARY

The Committee is requested to recommend to the New York Power Authority Board of Trustees ("Board of Trustees") approval of 2025 Mission Statement and Strategic Plan at their next meeting.

BACKGROUND

The Authority's By-Laws state that "the Trustees shall annually review a Strategic Plan developed by the Executive Management Committee, which shall become the basis for the development of departmental plans, the annual budget and the capital expenditure plan" (By-Laws, Article VII – Fiscal Management, Section 2 – Strategic Plan). In addition, Public Authorities Law § 2824-a requires state authorities to develop and submit to the Authorities Budget Office a mission statement and measurements report.
The Authority has, for many years, annually reviewed and updated, as necessary, its mission statement and strategic plan. Building on the success of the Authority's previous strategic plans, VISION2030 outlines the way the Authority will lead New York State to achieve the goals and mandates of the Climate Leadership and Community Protection Act, signed into law in 2019 and the Accelerated Renewable Energy Growth & Community Benefits Act of 2020. VISION2030 also updated the Authority's vision and mission statements.

To evolve with the changing energy environment, NYPA and Canals have begun a refresh of VISION2030. Throughout 2024, Authority staff undertook an examination of the Authority's strategic priorities and foundational pillars, incorporated recent knowledge and experience, and industry changes since 2020.

DISCUSSION

In 2019, Authority staff undertook an examination of its corporate strategy in the context of a rapidly changing energy and legislative landscape. Throughout 2020, senior employees from across the Authority met to re-evaluate the strategic plan, mission, vision, and values in light of changes to both business and regulatory environments, cumulating in VISION2030. As the Authority's current strategic initiatives come to a successful conclusion, VISION2030 builds on their success, continuing to focus on the customer and ensuring that the Authority leads the transformation to a clean energy economy for New York State as defined in law in the summer of 2019.

The mission and vision statements for the Authority are as follows:

- Vision Statement: A thriving, resilient New York State powered by clean energy.

- Mission Statement: Lead the transition to a carbon-free, economically vibrant New York through customer partnerships, innovative energy solutions, and the responsible supply of affordable, clean, and reliable electricity.

RECOMMENDATION

The Chief Innovation Officer requests that the Committee recommend that the Board of Trustees approve 2025 Mission Statement and Strategic Plan at their next meeting.

For the reasons stated, I recommend the approval of the above-requested action by adoption of the resolution below.

Justin E. Driscoll
President and Chief Executive Officer

R E S O L U T I O N

RESOLVED, That the Governance Committee recommends that the Authority's Trustees approve the 2025 Mission Statement and Strategic Plan at their March 25, 2025 meeting, as discussed in the foregoing memorandum of the President and Chief Executive Officer; and be it further

RESOLVED, That the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

Exhibit A
March 18, 2025

NEW YORK STATE | NY Power Authority | Canal Corporation

2025 Mission Statement and Strategic Plan

MISSION 1

VISION 1

VALUES 1

CORPORATE STRATEGIC PRIORITIES 2

CORPORATE STRATEGIC GOALS & MEASUREMENTS 2

Exhibit A
March 18, 2025

MISSION

Lead the transition to a carbon-free, economically vibrant New York through customer partnerships, innovative energy solutions, and the responsible supply of affordable, clean, and reliable electricity.

VISION

A thriving, resilient New York State powered by clean energy.

VALUES

1. *We work for the greater good and a stronger, sustainable New York.*
    - Serve the interests of our primary customer—the people of NY State
    - Be a responsible steward of state resources
    - Make decisions for the long-term
    - Advance the state's leadership and the just transition to clean energy

2. *We hold ourselves to the highest standards of integrity, safety, and excellence*
    - Take personal responsibility for your and others' safety
    - Be honest and ethical
    - Balance quality, speed, and value to meet the mission
    - Own the result, deliver on your commitments and be accountable for your actions

3. *We are resilient and use our ingenuity to make big things happen*
    - Anticipate, plan, and manage for the future
    - Approach opportunities with curiosity, flexibility, and optimism
    - Look for ways to make things better, faster, and more efficient
    - Try, learn, adjust course when needed, recover quickly, and keep trying

4. *We draw strength from our diversity — everyone contributes, everyone belongs*
    - Seek out, listen to and respect different perspectives and backgrounds
    - Foster an environment where people feel safe to be themselves
    - Advocate for what we believe, speak up and set a positive example
    - Be fair and equitable with opportunities and recognition

5. *We work as one team, putting our trust and confidence in each other*
    - Consider how your actions, decisions and work may impact others
    - Share information, ask for input and involve others
    - Give, receive, and seek out feedback
    - Create opportunities for others to learn, develop and reach their potential

STRATEGIC PRIORITIES

VISION2030 focuses on five strategic priorities to achieve the clean energy goals of our customers and the state: preserve the value of hydroelectric generation; lead the transition to decarbonize natural gas plants; facilitate the rapid development of transmission assets; partner with our customers to deliver the custom solutions they require; and adaptively repurpose the New York State Canal system.

These strategic priorities are supported by investment in five foundational pillars that permeate throughout our organization: Digitalization; Environmental, Social & Governance (ESG); Diversity, Equity & Inclusion (DEI); Enterprise Resilience; and Resource Alignment.

STRATEGIC GOALS & MEASUREMENTS

The following includes a list of measurements by which performance of the authority and the achievement of its goals may be evaluated.

Preserve Hydro	Maintain hydropower operating margin at **historical averages of $320M**
Grow Transmission	Grow transmission rate base by **3-5x** by 2030 Achieve **top quartile O&M efficiency** in transmission
Decarbonize Gas	Achieve **zero carbon by 2035** for our natural gas fleet while maintaining system reliability*
Decarbonize Customers	Enable **325MW** of distributed solar at customer sites by 2025 Enable **450MW** of energy storage by 2030 Facilitate the conservation of **11TBTu** of customer energy use by 2025 Supply customers with **70%** renewable energy by 2030 Grow the contracted electricity supply business by **+15%** by 2025 Achieve to CLCPA goals to provide available and relevant resources to disadvantaged communities
Reimagine the Canals	Execute the Reimagine the canal priority capital projects by 2025

**Augmented by the 2023-2024 State Budget enactment, which requires NYPA to cease generating electricity using fossil fuel at the SNGPPs by the end of 2030, so long as individual plants are not needed for electric system reliability or emergency power and emissions from replacement resources do not result in more than a de minimis increase in emissions of carbon dioxide or criteria air pollutants within a disadvantaged community.*

NEW YORK STATE | NY Power Authority | Canal Corporation

MINUTES OF THE JOINT MEETING
OF THE GOVERNANCE COMMITTEE
October 16, 2024

Table of Contents

Subject		Page No.
Introduction		**2**
1.	**Adoption of the October 16, 2024 Proposed Meeting Agenda**	**2**
2.	**MOTION TO CONDUCT AN EXECUTIVE SESSION**	**2**
3.	**MOTION TO RESUME MEETING IN OPEN SESSION**	**2**
4.	**DISCUSSION AGENDA:**	**2**
	a. Diversity Equity and Inclusion Foundational Pillar Update	2
	b. Artificial Intelligence (AI) Strategy Update	10
5.	**CONSENT AGENDA:**	**12**
	a. New York Power Authority and Canal Corporation Ethics and Compliance Program Report	12
	b. Procurement and Related Reports for New York Power Authority and CanalCorporation (January – June 2024) Resolution	19
	c. Approval of Guidelines for Procurement Contracts Resolution	20
	d. Approval of Guidelines for Disposal of Personal Property and Expenditure Authorization Procedures for New York Power Authority and Canal Corporation Resolution	20
	e. Annual Review and Approval of Guidelines and Procedures for the Disposal and Acquisition of Real Property and Expenditure Authorization Procedures Resolution	21
	f. Approval of the Minutes of the Joint Meeting of the New York Power Authority and Canal Corporation Governance Committee held on March 12, 2024	21

Subject	Page No.
6. Next Meeting	22
Closing	22

October 16, 2024

Minutes of the joint meeting of the New York Power Authority and Canal Corporation's Governance Committee held via videoconference at approximately 8:30 a.m.

Members of the Governance Committee present were:

Bethaida González - Chair
John Koelmel
Cecily Morris
Lewis M. Warren, Jr.
Dennis Trainor

Also in attendance were:

Justin E. Driscoll	President and Chief Executive Officer
Lori Alesio	Executive Vice President and General Counsel – Legal Affairs
Adam Barsky	Executive Vice President and Chief Financial Officer
Joseph Kessler	Executive Vice President and Chief Operating Officer
Daniella Piper	Executive Vice President and Chief of Innovation Officer
Alexis Harley	Senior Vice President and Risk Resiliency Officer
Yves Noel	Senior Vice President – Chief Strategy Officer
Robert Piascik	Senior Vice President – Chief Information & Technology Officer
Charles Imohiosen	Senior Vice President – Communications & External Affairs
Karina Saslow	Senior Vice President – Human Resources
John Canale	Senior Vice President – Strategic Supply Management
Patricia Lombardi	Senior Vice President – Project Delivery
Maribel Cruz	Senior Vice President – Customer Solutions
Salman Ali	Senior Vice President – Internal Audit
Karen Delince	Vice President and Corporate Secretary
Kaela Mainsah	Vice President – Environmental Justice
Ronald Carroll	Vice President – Development Data Management
Andrea Luongo	Vice President – Canals Infrastructure Project Delivery
Joseph Gryzlo	Vice President & Chief Ethics & Compliance Officer
Victor Costanza	Vice President & Chief Information Security Officer
Eric Alemany	Senior Director – Supplier Relationship Management
Sarah Brennen	Director – Environmental Justice
Nancy Harvey	Chief Diversity, Equity and Inclusion Officer
Carley Hume	Chief of Staff and Vice President of Policy
Joshua Cortes	Deputy Chief of Staff – Executive Office
Sheila Quatrocci	Senior Associate Corporate Secretary
Michele Stockwell	Senior Assistant Corporate Secretary

Chair Bethaida González presided over the meeting. Corporate Secretary Delince kept the Minutes.

Introduction

Chair Bethaida González welcomed committee members and the Authority's senior staff to the meeting. She said that the meeting has been duly noticed as required by New York State's Open Meetings Law and called the meeting to order pursuant to Section B(4) of the Governance Committee Charter.

1. Adoption of the October 16, 2024 Proposed Meeting Agenda

On a motion made by member Dennis Trainor and seconded by member Lewis Warren, Jr., the agenda for the meeting was adopted.

2. Motion to Conduct an Executive Session

"I move that the NYPA and Canal Boards conduct an executive session to discuss the financial and credit history of a particular corporation, pursuant to §105 of the Public Officers Law."

On a motion made by member Dennis Trainor and seconded by member Lewis Warren, Jr., the members conducted an Executive Session.

3. Motion to Resume Meeting in Open Session

"*I move to resume the meeting in Open Session."*

On a motion made by member Cecily Morris and seconded by member Lewis Warren, Jr., the meeting resumed in open session. Chair Bethaida González said that no votes were taken during the Executive Session.

4. DISCUSSION AGENDA:

a. Diversity Equity and Inclusion Foundational Pillar Update

Ms. Nancy Harvey, Chief Diversity, Equity and Inclusion Officer ("DEI), provided highlights of the report to the members. She said that at NYPA and Canals the teams are committed to a more inclusive and accessible culture in which everyone can work, live, and enjoy New York. Since March, the team has continued to see the impact of the foundational work to build on its 10-Point Plan and DEI Strategy. She then invited Kaela Mainsah, Vice President of Environmental Justice, to provide a report on Environmental Justice.

Environmental Justice (EJ) Programs
Ms. Mainsah reported that the three programs which EJ manages as part of NYPA's DEI work are Volunteer Corps, Future Energy Leaders Scholarship, and P-TECH. The team is on target to deliver on the goals for the EJ Community Volunteer Corp. and the Future Energy Leaders Scholarship.

EJ Volunteer Corps
NYPA employees displayed interest in the Volunteer Corp. to build on the culture of service in the communities in which the Authority operates.

Future Energy Leaders Scholarship
The Authority continues to support wraparound services and mentoring college students. Trustee Wheelock was the Keynote speaker at the Annual Conference in July and engaged with the families of the students.

P-TECH
The team successfully completed the 2024 Summer Internship for community stakeholders. They continue to face attrition, post offer, and are therefore leaning-in to understand how they can support the interns' recruitment. This year, the main reason was transportation access and conflicts in taking the NYPA internship in addition to completing extra credits for the summer.

The team received support from NYPA's internal partners in Human Resources, led by Karina Saslow, who reviewed the opportunities for expanded support and John Canale and Eric Alemany in contracting with diverse suppliers to support program administration.

In addition, the team supports other paid internship programs. In 2024, they supported an additional 44 interns through a High School Fellows program.

Externally, the team is working with its network of educational partners. State University of New York ("SUNY") Trustee, Stanley Litow, and the SUNY Provost office have been working with the Authority on how they can enhance the Authority's participation in P-TECH. Trustee Gonzalez was the Keynote Speaker at the P-TECH final presentation; NYPA's President, Justin Driscoll, also attended the event.

Environmental Justice
The Next Chapter of Energy Equity & Community Investment

Building on Success
The Environmental Justice team is looking ahead to the next several years of work and will be building on its successes and lessons learned as it deploys its three programs. The team will be focusing on four new pillars, namely, Public Energy Education, Workforce Development, Community Energy Projects and Community Benefit Plans and Funding. Some of the programs will build on signature programs such as scholarships and internships that best align with the Authority's strategic goals such as renewables, transmission, and decarbonization. NYPA is expanding into new geographies, and the team will be exploring community investments and benefit as part of that expansion.

The team is also looking into ways of enhancing community engagement through public education so that communities can learn about clean energy infrastructure and be a part of the clean energy transition. They can also envision future careers in that sector through partnerships connecting stakeholders to Workforce Development opportunities.

To achieve this alignment, the team is working across departments to identify synergies and partners on projects and programs. They are also partnering on Federal- and State-funding applications with Operations, Research & Development, Innovation, Project Delivery and Commercial Operations to bring new resources into NYPA's communities and support a new era of community investments.

Technical and Institutional Barriers to Full-Scale Deployment of Battery Storage

The Research and Development team applied for a long-duration battery storage demonstration funding from the Department of Energy's Office of Clean Energy Demonstration. This $13 million federal grant was awarded to the Authority's partner, Urban Electric Power. Environmental Justice's role is to support the Research & Development team and Urban Electric Power to write the community benefit portion of the application. Environmental Justice is responsible for

implementing the Community Benefit Plan.

Kinetic Communities Consulting (KC3), a community-based partner with a reputation for working with government partners on community engagement on climate-related topics, will be hired to develop a new community curriculum with a focus on battery storage technology.

The Authority plans to host community advisory programs, incorporating internships and scholarships, at demonstration sites to deploy this curriculum. These activities will exemplify how the Authority intends to fulfill its public energy education pillar through strategic partnerships aligning with NYPA's focus on renewable energy and innovations in battery storage.

The Authority's Research & Development department and Urban Electric Power are finalizing working agreements for the project beginning with demonstration projects on SUNY Oneonta and in Valhalla. The project will run through 2031 with Environmental Justice programs focused in 2025 through 2028.

As NYPA renewables continue to develop and grow, energy storage will become increasingly important. Therefore, this DOE-funded project will help the Authority develop the roadmap for a robust community outreach which prioritizes underserved communities.

Ms. Mainsah then invited Sarah Brannen, Director of Environmental Justice, to provide a report on the case study.

Ms. Brannen said that this initiative, which illustrates NYPA's emerging EJ 2.0 approach to the Propel New York Sustainable Communities Initiative, is comprised of existing and new EJ programs and community energy projects in response to a federal funding opportunity through Department of Energy's ("DOE") Transmission Siting and Economic Development Program ("TSED").

She continued that the federal policy goal for this funding opportunity is to support and expedite the development of transmission projects nationally, by providing funding for communities impacted by the construction of these projects, to accompany that construction timeline and provide concrete economic development and community benefits.

One of the emerging goals for the federal government is through the Justice40 initiative to make sure that 40 percent of federal resources are spent in disadvantaged communities. Understanding that as a clear parameter for a grant proposal, the Authority identified four disadvantaged communities along its Propel project route, namely, The Village of Rockville Center, Hempstead Village, Bronx, and New Rochelle.

Collaborating with Customer Solutions, Project Delivery, and Strategic Supply Management, the targeted approach for providing community benefits and projects was developed in furtherance of the Authority's strategic pillars, Public Education, Workforce Development, and Community Energy Projects with the federal funding, $43 million.

The Authority plans to host public education sessions, including Adult Energy Literacy Programs, by going into the communities to talk about renewable energy, transmission, NYPA's strategic goals and how they can be leveraged for the community either for careers or small and Minority and Womer-Owned Business Enterprise ("M/WBE") business opportunities.

The team also plans to visit High Schools, K-12 Schools, and After School Programs to conduct STEM educational programs as a vehicle to talk about the transmission project and its importance to climate mitigation in the future.
The team will be working with the Authority's Workforce Development team to develop Clean Energy internships and deploy scholarships targeting young people in the communities along the Propel Project route.

Community Energy Projects
Next year, Energy Efficiency Audits will be conducted with four customers, namely, Village of Rockville Center, Hempstead Village Housing Authority, Department of Citywide Administrative Services ("DCAS") in the Bronx, and New Rochelle Housing Authority. Starting in 2026, $37 million will be deployed into those customers' facilities by the end of the energy efficiency projects.

The Authority is also exploring the possibility of small-scale solar projects which would align with its renewable goals. This initiative is in furtherance of the four new Environmental Justice pillars, while providing concrete benefits to the customers and communities impacted by the Propel construction project.

These projects will align the Environmental Justice benefits in communities with the Authority's core business goals.

Supplier Diversity

Mr. Eric Alemany, Senior Director, Supplier Relationship Management, provided highlights of the Supplier Diversity efforts to the members. He said that over the last 40 years, NYPA and Canal Corporation ("Canals") has supported communities statewide by investing more than $1.8 billion with diverse businesses.

In 2020, the Authority initiated the Diversity, Equity and Inclusion Foundational Pillar and committed to be bolder by building capacity and capabilities among Minority and Women-Owned, Service-Disabled and Small Businesses, statewide, in order to give them an opportunity to compete for public contracts.

To date, four business development programs have been launched, namely:

1. Small Business Education Capacity Building Program to engage businesses in the early stages of their development.
2. Surety Bond Training Program which is aimed at providing businesses opportunities to gain access to capital, as well as enhance their back-office operations.
3. Mentor-Protégé Program aimed to scale-up and develop a mutually beneficial relationship between prime contractors and diverse businesses; and
4. On the Canals Accessibility Education Program.

The team continues to promote the work that NYPA and Canals are doing, statewide, conducting outreach events, workshops, information sessions, webinars, and external publications. For example, in May, NYPA and Canals held its Annual Supplier Diversity Expo in White Plains, New York. More than 600 participants, both in-person and virtual, were in attendance. Sixty (60) exhibitors also participated.

The theme of the conference was focused on building powerful connections for a "brighter" community. The team was able to achieve this by interacting with large contractors with diverse businesses as well as having diverse businesses connecting with NYPA Procurement staff and other agencies, authorities, and large prime contractors.

In addition, in the Spring, NYPA held its Northern New York Procurement Exchange in Syracuse, New York, with approximately 70 attendees. Information regarding projects in St. Lawrence County over the next several years was shared with those in attendance.
Supplier Diversity will continue to work with NYPA and Canals' staff to maximize diverse Spend on projects, whether directly or through prime contractors.

On the Canals Accessibility Education Program
Recognizing that recreational settings are essential for providers of social, emotional, mental and physical health, the Authority decided to create the first, inclusive and intentional program for recreation and tourism, "On the Canals Accessibility Education Program." The program was launched in July and is available to on-the-canals providers.

The Authority is also currently working on a program with the Rochester Accessible Adventures organization. The program includes a one-year mentoring training to enable businesses to understand their operations through a lens of inclusion.

The team ensures alignment of the Authority's strategic inclusion plan by the state with recommended strategies within business programming, policies, and operations that remove barriers to participation by people with disabilities.

The team also provides intentional outreach and engagement of individuals living with a disability and has established a sustainable inclusion process to ensure equitable access, yearly. Through partnerships with Canals Director, William Stratton, and Nancy Harvey, the Authority's Chief Diversity Officer, the team have received positive feedback from the community regarding this program.

The progress of the team's Spend to date is as follows:
M/WBE - $52.9M
SDVOB - $5.5M
Outreach Events – 17
Small + Surety Graduates - 89
Active Mentor/Protégé teams - 9

Goals for 2024 and Beyond
To continue its growth, for the period 2024 and beyond, the team aims to build strong relationships with suppliers to drive innovation and value and be bolder as it relates to NYPA's Expanded Authority, establishing new goals to align with the renewed VISION2030 Strategic Initiatives.

The team also aims to be more impactful by evaluating major projects such as Propel New York to ensure that opportunities related to the project are inclusive. They are also focused on introducing businesses to the Authority's various business development programs and leveraging key suppliers and community stakeholders to build a diverse supply chain.

Mr. Alemany ended that the team will continue to provide the members with updates of opportunities for the Authority to be bigger and bolder with initiatives to achieve its supplier diversity goals.

Office of Civil Rights and Inclusion
Ms. Nancy Harvey, Chief Diversity, Equity and Inclusion Officer, said that the Office of Civil Rights and Inclusion continues to work with partners across the organization to move it towards being an inclusive and accessible organization.

Driving Increased Creativity and Performance
This year, the team intentionally focused on inclusion, innovation and accessibility to align with the organizational goals of fostering a collaborative and innovative workplace. People with disabilities represent the largest minority group, 1 billion worldwide. More than two million people reside in Upstate New York. In New York City, one in four people identify as having a disability.

Organizations that prioritize accessibility benefit by gaining access to a much larger user-base. The Authority is improving the experience for both disabled and non-disabled users, further facilitating innovation. By focusing on inclusion and accessibility, the Authority is ensuring that

every employee can contribute to their fullest potential, driving creativity and enhancing overall performance. This approach supports the Authority's VISION2030 Strategic Initiative which emphasizes the importance of diversity, inclusion, and accessibility in achieving its strategic objectives.

Focusing on inclusion, the Authority is aligned with New York's goals of becoming the top employment choice for people with disabilities. The Authority's aim is to narrow the employment gap between people with and without disabilities. The Authority's leaders continue to work across the organization to identify the policies, procedures and people needed for it to evolve into a workplace that will accommodate the needs of its employees and customers.

In collaboration with the Office of the Chief Disability Officer of New York State, the Office of Civil Rights and Inclusion's ("OCRI") team is working on the Executive Order 31 mandate to develop a strategy to increase and retain the number of people with disabilities. The team will also implement governance policies and procedures to support the NYPA and Canals' goals.

The team launched an expanded demographic survey which included additional areas for those who identify as people with disabilities, LGBTQIA, Gender X, Veterans, and the national origin of Asian and Latino employees and received more than 1,000 responses. While this is a strong response, the Authority still has more work to do to create a safe space for people to be their full selves at work. This aligns with the new ERG that the Authority plans to launch in 2025.

The Office of Civil Rights and Inclusion envisions NYPA as a workplace where talented people of all abilities, backgrounds and experiences will feel a sense of belonging. This starts with increasing DEI competencies, understanding the needs of the workforce and creating a pipeline of diverse talent.

NYPA and Canals will continue with innovations and successes to achieve the VISION2030 Strategic Plan. The Authority remains committed to reviewing and improving its strategies to target those who identify as female, gender X, Hispanic or Latino, native American or Alaskan native, native Hawaiian, or Pacific Islander.

The Authority is using revised job descriptions with reassessed education and experience requirements for job postings, leading to a broader candidate pool. Recruiters have also completed DEI Sourcing training. For prospective candidates, the team shares Total Rewards examples to provide more transparency and a clearer view of the total compensation.

The continued efforts in making recruitment marketing, engagement and hiring practices more inclusive in 2023 and 2024 resulted in a 76% increase of applicants and have attracted approximately 4400 applicants for the 2024 Developmental Intern program.

Based on the 2024 self-identification data, the Authority's 2024 cohort of Developmental Interns was approximately 64% racially diverse and 25% female. This is higher than, or comparable to, the representation of these groups, internally, across the organization.

This year, with the new Intern Conversion offers, the Authority extended 9 offers to interns diversly across regions and genders. This resulted in one intern hired as a permanent employee at one of the Authority's sites.

The internal working group, Talent Acquisition and Talent Development, have created resources that will help internal candidates through the recruitment process and understand expectations for success.

DEI Competency and Engagement Survey
Based on the Survey, the team is exploring opportunities for the Offices of Civil Rights and Inclusion ("OCRI") and Human Resources to support the organization in taking action.

Champion Diversity
From the DEI Competency and the Engagement Survey, OCRI is learning how the OCRI and Talent Development teams can support the organization in taking action.

Management and Execution
The survey identified that management and execution is OCRI's greatest strength, and this is celebrated across the organization.

Accountability and Clarity
Accountability is an area for improvement and OCRI have developed mandatory training around mastering feedback, the cornerstone of accountability, to drive clarity as a consistent practice for managers and employees.

The OCRI continues to work towards making sure people have the same or similar experience across the organization. The survey results, while, overall, trended positively, showed that there were still individuals who experience the workplace differently. ORCI is working towards building and strengthening that accountability.

Leveraging Partners across the Organization
To support the organization, the Office of Civil rights and Inclusion continues as follows:

Creating Engaging Content
- Published an article on the PowerNet titled "Ageism and Politics in the Workplace" and hosted an "Ethics Conservation."

Reinforcing our Culture of Safety
- Shared a safety moment at the September "All Hands" meeting on navigating political speech and maintaining a civil work environment.

Engaging ERG Leaders NYPA-wide
- The team engaged the Employee Resource group leaders on an important aspect of the People and Values workshops. They provided input on the culture and the future of NYPA and Canals. Additionally, OCRI leveraged its partners across the organization to produce a newsletter for the organization and include a DEI section and highlighted portions.

Mastering Feedback Training
- DEI continues to train new hires within sixty days of onboarding. As of September, DEI have trained 84 new employees so that they can understand the expectations and culture of the organization. In addition, OCRI created a new initiative for the senior women executives to participate in Executive Coaching sessions and other opportunities to build on the DEI competency around inclusive leadership, coaching and mentoring mid-level women employees.

Engaging ERGs
- The OCRI is expanding the ERGs to support more employees. Over the last year, the OCRI has put additional governance in place to scale its ERGs and engage more employees. To this end the OCRI have:

  - Implemented the ERG policy to guide the creation of new groups.
  - Implemented a new DEI policy and established organizational KPI metrics and responsibilities within the organization.
  - Leveraged the ERG group for recruitment efforts.

  By leveraging the ERGs, the team can identify potential candidates from under-

represented groups who may have been overlooked by traditional recruitment channels. The Authority's ERGs are essential drivers of Diversity, equity and inclusion and accessibility within the organization.

The OCRI is continuing to evaluate how to support employees in experiencing the ERGs. Next week, the Women in Power ERG will host the Bi-Annual Women's Leadership Summit. This year, the theme is "Elevate your Voice and Amplify your Impact." The summit is currently limited to 100 women; however, it has the potential to serve more women as the organizers are always looking for ways to increase this engagement.

New Interest

Neurodiversity and Disability ERG
Noting the impact of governance with expanded engagement, the Authority have interest in a new ERG, Neurodiversity. The Authority is an inclusive and supportive environment for individuals with diverse neurocognitive profiles and will focus on supporting and advocating for individuals with neurodivergent conditions or disabilities and abilities and ensure that they have the necessary accommodation, resources and advocacy.

Increasing Regional Participation
In response to feedback that meetings were central to White Plains and may not meet the needs of the sites, DEI Program Managers have increased regional participation. Three micro groups including Veterans, and Women in Power were started at Clark Energy Center.

The team continues to evaluate how it can scale programs and address gaps to ensure that the DEI programs are accessible across all the sites. They also aim to increase direct feedback in the development of these programs.

The managers provided programs throughout the year with different initiatives including engaging students from Buffalo Prep and Northland Workforce Training Center during Black History Month.

The "If You See It You Can Be It" program resulted in more than 200 children participating from NYPA's families and the external communities in Niagara and White Plains. Next April, the program will be expanded to include Canal Corporation.

National Coming-Out Day and Global Inclusion were also recognized this month.

An organization-wide Inclusion Day was held with Attorney and Disability advocate, Haben Girma. She is the first deaf/blind graduate of Harvard Law School and serves as a Commissioner on the New World Health Organization Commission of Social Connection. Ms. Girma provided a dynamic keynote address which was followed by facilitated discussions across the sites.

President Justin Driscoll shared how the Authority can have an impact by ensuring that the Authority's programs are accessible to all employees and customers.

These events represent strategic initiatives that promote diversity, equity, inclusion and accessibility within NYPA and Canals.

The Pathway Forward to Our IDEALS
As the team defines its path forward, it has evolved the DEI Working Group to the Inclusion, Diversity, Equity, Accessibility and Leadership Strategy ("IDEALS") and meets monthly for cross-functional discussions. Since January, the team discussed its priorities, challenges, opportunities and best practices.

b. Artificial Intelligence (AI) Strategy Update

Mr. Ronald Carroll, Vice President - Product Development Data Management, provided highlights of the report to the members. He said that he was co-leading the Artificial Intelligence ("AI") strategy development with Marwan Madi, Director Digital Transformation. He also said that he will be reporting on the progress, to date, use-case identification, and how the team is balancing the delivery of use cases with the risks associated with AI, and external engagements.

NYPA AI Strategy
- The four AI Workstreams focus on risk, governance, technology, change management and use-case prioritization.

- A draft AI Policy was developed, and the team is currently in the "proof of concept" aspect of the NYPA version of "Chat GPT." The team is transitioning from "start-up" to "operational" mode.

- The AI strategy includes more than 50 "use cases" aligned with the Authority's VISION2030 Strategy. This includes the development of an organizational structure to enable and apply AI, and also a roadmap of activities.

- An AI Risk Register was created to assess the potential risk of implementing AI and to make sure that the proper controls are in place.

- An AI governance framework was created in order to implement IA Solutions, responsibly. This framework was reviewed by one of the advisory partners.

- A prioritization process was created to identify the value and feasibility of use cases.

- The GenAI Policy is complete. As other policies approach recertification, staff will be reviewing them to see if any specific AI language needs to be added.

- A pilot of NYPA's version of "Chat GPT" has been completed and staff is in the process of rolling it out throughout the organization.

- Multiple use cases to deliver business value have been initiated. This includes an inventory of the models, platforms and technologies being used that have an AI component, and accomplishments over the last seven months.

Prioritized 50+ Use Cases to Deliver Business Value
Partnering with the Lead Blue Leadership Development Program, the team has identified more than 50 Use Cases to deliver business value. They also interviewed approximately 30 leaders from the NYPA and Canals organizations to understand business challenges and the potential for AI to assist with those challenges.

The team continues to partner with other utilities, advisory groups, technology vendors, and industry experts to understand how other organizations are leveraging AI and how NYPA can learn from them. The team also received requests from across the organization on potential use cases. The organization is delivering the use cases and the responsible AI principles including:

Beneficial – A use case aligned with the Authority's VISION2040 strategy and a balance with the risk if the value outweighs the risk that could potentially be introduced with the use case safe and secure.

The team wants to make sure that they are following NYPA's cyber security and data protection standards and accountability. They also want to make sure that not only AI is making the decisions, but that there are humans in the loop leveraging AI to assist with the decisions that are being made; and

Inclusive – The Authority wants to ensure that AI is either eliminating or minimizing the creation of unfair biases with AI and transparency.

The stakeholders know that the organization is using AI and understand the measures that have been put in place to deliver AI responsibly.

AI Use Case Highlights:

Examples of use cases that the organization has delivered or is working on include:

AI Enabled Asset Inspection Using Drone Images:
A drone takes images of the organization's assets, e.g. transmission lines, to look for anomalies and flags any defect for further inspection and maintenance. It also predicts long-term faults in equipment.

Energy Bidding and Scheduling Forecast Models
AI can be used for short- and long-term load forecasting. This predictive model allows the Authority's energy traders to use predictions and historical load to make decisions.

The major risk from this type of solution is each day that the model is run and trained on historical data, it is also using AI to proxy any data where the Authority does not have enough historical data to fill in some of those gaps. Another risk is the "human-in-the-loop" concept where the trader is using other factors to make decisions, not just following what the AI is telling them to do.

NYPA's Generative AI "ChatGPT" Tool Adoption

- "ChatGPT" is being rolled out to the organization. This was piloted with more than 300 employees. The pilot helped with understanding how it could be leveraged and rolled out to the larger organization; what training is needed so that the pilot could be a model that staff can follow as other solutions are introduced; and leverage the learnings to influence the full roll-out.

- The team developed a GenAI Policy to promote responsible use of the tool. The tool is named Athena.

- The team will be rolling out policy awareness and effective tool usage training.

- The tool is currently a general-purpose solution. The team will continue to enhance the tool to be able to point it to specific NYPA data to get answers.

Advancing Externally through Collaboration

Engage - The team continues to engage, share and learn through a wide variety of forums. They are involved with a number of industry and organizations including co-leading the data and analytics subcommittee as part of the Large Public Power Council ("LPPC").

Share – The team shares its expertise and experience with colleagues across the state. They are also partnering with technology vendors to work on use case, governance, policy, and how to better use the technology.

Learn – The team will learn about other utilities and organizations' use of AI and stay current on the latest AI research and developments.

5. CONSENT AGENDA:

On motion made by Member Dennis Trainor and seconded by Member Lewis Warren, Jr., the Consent Agenda was unanimously adopted.

a. New York Power Authority and Canal Corporation Ethics and Compliance Program Report

ETHICS and COMPLIANCE

SUMMARY

The Office of Ethics and Compliance ("ECO") advises the NYPA and Canal Corporation ("Canals") trustees, directors, officers and employees on the legal, regulatory and NYPA Code of Conduct ethics and compliance standards affecting their employees and operations. It coordinates the investigation of allegations and concerns involving NYPA's and Canals' assets and employees. ECO staff members participate on various committees and working groups related to enterprise compliance, resilience, risk management, internal controls and best business practices. This report highlights significant developments in the ethics and compliance program for the period March 12, 2024 to October 16, 2024.

BACKGROUND

The principal substantive issues arising under the NYS ethics laws, NYPA's Code of Conduct and the Canals Code of Ethics investigated or researched involved requests to engage in both personal, non-work related and professional outside activities and employment, conflict of interest reviews, financial disclosure analyses, post-employment guidance and assessments of unwarranted privileges.

As NYPA's VISION2030 Strategic Plan evolves, the ECO continues to provide guidance in support of emerging strategic initiatives across NYPA and Canals. Reaffirming and embedding the guiding principles of the NYS Public Officers Law and NYPA/Canals' Codes of Conduct from the outset of a project or initiative sets a foundational expectation of ethical conduct and transparency. NYPA's commitment to these principles ensures a resilient organization and protects NYPA and Canals' most valuable resource--its employees, from violations of law and policy.

Internal consulting advisory guidance continues to be requested by business groups and is a significant portion of the ECO workload.

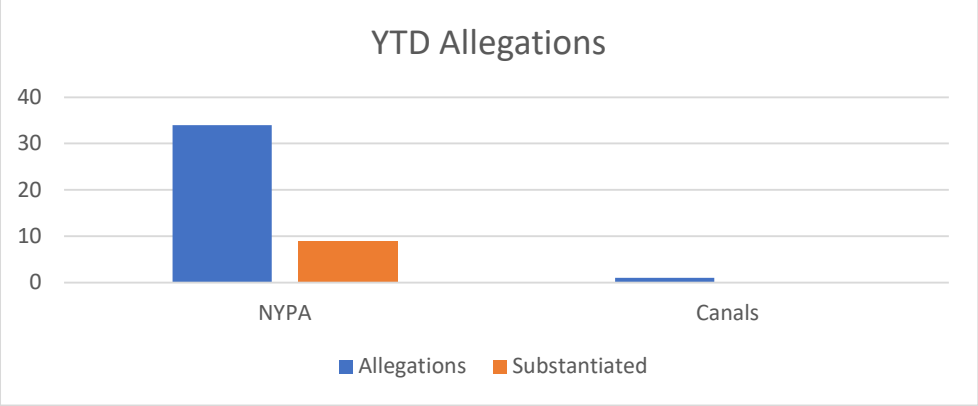
DISCUSSION

The ECO responded to 636 unique ethics issues thus far in calendar year 2024.

The charts below represent three consolidated workstreams; "Case Work", "Advisory Services" and "Approvals/Guidance". "Case Work" includes allegations of misconduct and retaliation concerns unrelated to protected class claims, which are investigated by the Office of Civil Rights & Inclusion.

"Advisory Services" captures inquiries for which we interpret the Public Officers Law and regulations of the New York State Commission on Ethics and Lobbying in Government (COELIG) and provide advice and counsel. The last graph, "Approvals/Guidance" reflects those inquiries where we provide approvals/denials and ethics guidelines for specific individual and corporate requests for internal opinions.

Caseload Management

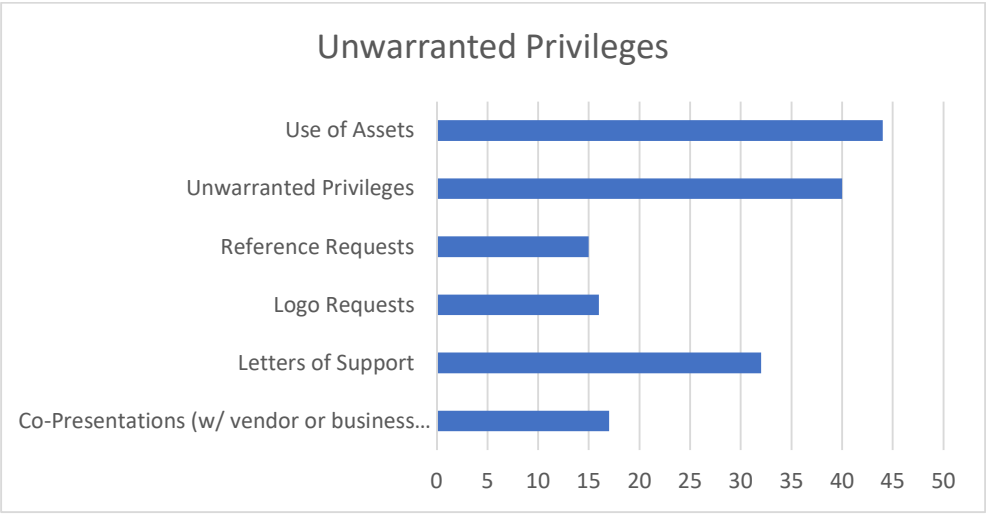


Notable Observations-Case Work:

There have been 34 allegations or concerns submitted related to NYPA employees and one concerning a Canals' employee this calendar year. Nine NYPA concerns have been substantiated, and the singular Canals' case was substantiated

In one substantiated case, it was learned that a recent retiree had misappropriated small hand tools, and a relative attempted to sell the tools on the internet. Some of these tools bore NYPA markings or serial numbers and were traced back to the retiree. After an investigation was conducted, the retiree returned all NYPA property in his possession and made a restitution payment to NYPA for unaccounted-for items. It is expected that internal controls and procedures around asset management will be strengthened to mitigate future instances of this nature.

Two employees and one contingent worker were terminated after it was substantiated that they were not meeting the minimum hybrid work requirements.

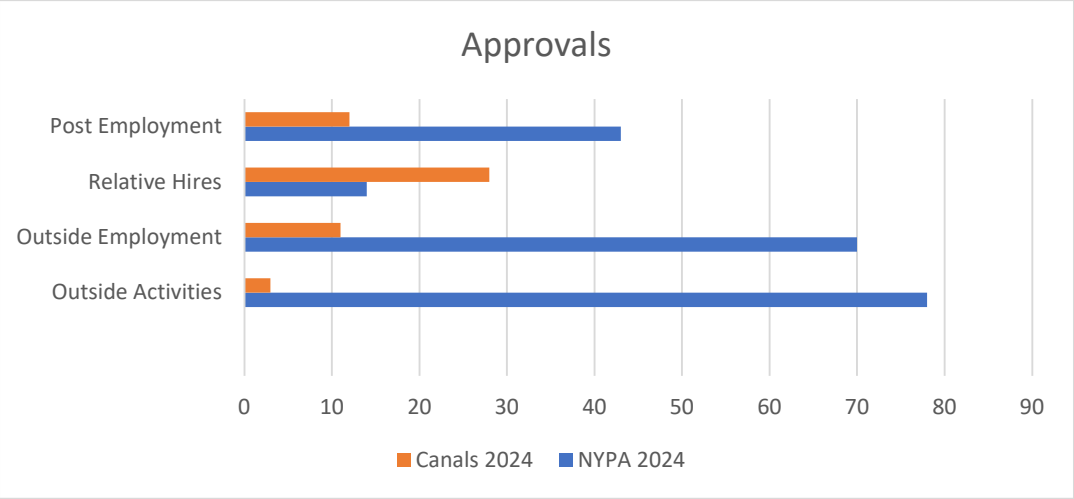


Notable Observations-Advisory Services:

The Advisory Services category includes inquiries related to unwarranted privileges, which are broadly defined as any attempt to use one's official state position to garner unwarranted privileges or exemptions for oneself or others. The ECO responded to 118 unwarranted privilege requests including 32 letters of support for grants and projects, 16 NYPA logo use requests, vetted 17 external conference related presentation reviews, including those co-presented with NYPA business stakeholders and 15 requests for business references from NYPA vendors.

Reviews included the distribution of NYS Fair parking and entrance passes for employees assigned to work at NYPA and Canals information locations and displays. Several employees were asked to participate in various podcasts and other external social media events related to their projects and their vision for the future of the electric utility industry. These employees were instructed to not share any proprietary, non-public or confidential data or information.

This category also includes requests to use NYPA and Canals' logos to promote various economic development initiatives and projects with customers and vendors. These requests are reviewed on a case-by-case basis to ensure that no benefit accrues to the organization when and if use of logos are granted. Similarly, photographic and video content produced by NYPA is often requested by vendors and customers. Most requestors are directed to use content that is already in the public domain. In those instances where content is authorized, conditions are required to ensure that NYPA and Canals are not expressly endorsing or otherwise promoting specific entities, or their products or services.



Notable Observations-Approvals/Guidance:

Year to date, the ECO has reviewed a combined NYPA and Canals total of 55 uncompensated personal outside activities and 26 professional outside activities. Approvals include roles on various industry boards, research organizations, high school and college curriculum development advisory boards to better prepare a skilled work force for the electric industry, and service on various school boards, parent teacher associations, local planning and zoning boards.

Compensated outside employment reviews consisted of personal businesses offering rental properties, engineering services, real estate agents, home care providers, several adjunct professor and research assistant roles at various colleges and universities, a marina lease involving the NYS Office of Parks and Recreation, several musician reviews, Etsy shop owners and several Uber/Lyft service providers.

Several requests submitted by designated policy-makers required the external review and approval of COELIG. Recently, a member of the Canals Recreationway Commission was appointed to complete a vacated term of a municipal public office.

<u>eGRC Case Management System</u>

The ECO uses the Archer eGRC tool to maintain its case records and is exploring an integration with Human Resources' new Service Now tool to better manage Outside Employment and Activities disclosures. The improved process will allow the ECO to ensure that employees with ongoing activities, or those extending beyond the year in which the activity was originally approved, provide updates on their status. This will allow for a more accurate accounting of employees' current activities and will provide an opportunity for supervisory and ECO review to ensure that each employee remains in good standing.

Enterprise Initiatives--Committees and Working Groups

The ECO continues to participate in various enterprise and departmental committees and program development working groups. Being engaged during the formulation, strategy, development and implementation of projects and initiatives allows the ECO to offer advice and guidance to ensure that ethical awareness, transparency and compliance with standards are foundational objectives as NYPA/Canals evolve in pursuit of VISION2030 goals and underlying Foundational Pillars. ECO staff are currently serving on the following internal committees, cross-functional teams, work groups or initiatives:

- Compliance Work Group—sponsored by the ECO
- Internal Business Controls Committee
- Open Data Committee
- Investigative Trends Committee
- Enterprise Risk & Resilience Committee
- Insider Threat/Fraud Risk Assessment Working Group
- SECURE & Resilience Committee (Cyber/Physical Security)
- Sustainability Advisory Council (ESG)
- Integrated Reporting Working Group
- NERC Reliability Standards Audit Working Group
- NERC Reliability Standards Potential Non-Compliance Investigation Team
- CIP Change Control Board
- Operations Dam Safety Committee
- eGRC Working Group and Project Development

New York State Commission on Ethics and Lobbying in Government (COELIG)

COELIG is responsible for interpreting and ensuring compliance with the State's ethics and lobbying laws (NYS Public Officers Law) and regulations and oversees the Financial Disclosure Program and ethics training for all New York State employees. The ECO continues to maintain collaborative working relationships with COELIG staff, including those in the Investigations, Law Department, Financial Disclosure and Training units.

Financial Disclosure

2023 Financial Disclosure Statements ("FDS") were due at COELIG by May 15, 2024. The ECO maintains an online database, updating this system monthly with new hire filers and those separating service. During the May 2024 filing period, the ECO facilitated various filings submitted by Trustees and employees to maintain their compliance status.

Training and Outreach

The Ethics Commission Reform Act of 2022 enhanced the ethics training requirements for all state employees, executives and Board members. The ECO delivered live, instructor-led training to the majority of NYPA and Canals' employees during calendar year 2023. The ECO continues to offer instructor-led courses for newly hired employees and delivered five instructor-led training programs for Canals' seasonal employees. In early September, the ECO released a computer-based ethics training module for employees who completed live training last year. The computer-based module must be completed in alternate years when instructor-led training is not provided.

Members of all external commissions and boards affiliated with NYPA and Canals will receive the computer-based module in early November.

NYPA entered into a Memorandum of Understanding ("MOU") with COELIG to allow for electronic transfer of training data from NYPA's Learning Management System (LMS) to the system of record housing training statistics for COELIG effective June 2024. This database tracks ethics training dates for each state employee and generates a report that is shared with the Governor's Office. This database must be updated monthly and actively maintained, adding new employees and removing those who have separated service from NYPA and Canals, as well as Board and Commission members who join or leave those positions.

Compliance Reporting

The ECO collaborates with the Controller's Office and multiple stakeholders to ensure the accurate and timely preparation and submission of reports required by the NYS Public Authorities Law. This effort includes coordination of mandatory NYPA and Canals' website postings and entries into the Public Authorities Reporting Information System. NYPA and Canals are on track to achieve all required filings, postings and submission. These reports comprise a comprehensive view into NYPA and Canals' finances, governance, organizational structure, operations and strategy. These and other mandatory reporting and training requirements are captured in NYPA's electronic Compliance Repository. It is anticipated that they will be entered into the Governance, Risk and Compliance tool and mapped to identified internal controls and organizational risks.

The ECO convened three enterprise Compliance Work Group meetings during 2024, and one will be scheduled in December 2024. Each meeting includes a presentation by a NYPA or Canals' department on key initiatives affecting the enterprises with a focus on compliance-related considerations.

TECHNICAL COMPLIANCE

RELIABILITY STANDARDS COMPLIANCE (RSC)

BACKGROUND

Background information related to the origin of the North American Electric Reliability Corporation (NERC) mandatory standards for reliability and NYPA's obligations to demonstrate compliance with the standards has been presented in previous reports to the Governance Committee.

DISCUSSION

NERC Reliability Standards Compliance Enforcement Actions

During the reporting period, there were three (3) new potential noncompliance concerns (PNC) of the NERC Reliability Standards reported to the Northeast Power Coordinating Council (NPCC).

These potential noncompliance concerns were determined to be of minimal impact to the Bulk Electric System (BES). As such, RSC reported this to NPCC under the self-logging process and confirmed by NPCC.

Investigations of Potential Noncompliance

During the reporting period, RSC reviewed eight (8) investigations of potential noncompliance of the NERC Reliability Standards. Three (3) investigations resulted in a determination of potential noncompliance and were submitted to NPCC, as described above. Three (3) investigation did not result in a noncompliance of NERC Standards. The remaining two (2) investigations are under review and pending a final determination.

This internal process is viewed by the regulator as evidence that NYPA has a strong internal compliance program and is able to self-identify and correct instances of non-compliance. RSC collaborates with applicable departments in developing mitigation plans to address noncompliance and prevent recurrence. RSC also works with NPCC enforcement throughout the process to address and respond to any regulatory requests for information.

Risk-Based Evidence Management Program

RSC implements a Risk-Based Evidence Management Program for identifying areas of risk and appropriate frequency for evaluation of controls and compliance evidence updates for the NERC Reliability Standards applicable to NYPA. This process ensures that NYPA's compliance program aligns with NERC's risk-based Compliance Monitoring and Enforcement Program and the NPCC guided self-certification process. In 2024, RSC is scheduled to review and update the evidence for twelve (12) NERC Reliability Standards that are applicable to NYPA's NERC registrations. To date, the RSC team has assessed compliance with nine (9) Standards. Based on the evidence provided, no potential noncompliance was identified. In 2025, RSC is scheduled to review and update the evidence for nine (9) NERC Reliability Standards.

RSC Spot Checks

During the reporting period, RSC completed (2) two Spot Checks of NERC Reliability Standards. A Spot Check is a comprehensive assessment of a selected NERC Reliability Standard across the entire organization. In such assessments, the Reliability Standards and Compliance Assessment Team (RSCAT) conducts a thorough assessment of the compliance evidence and adherence to governance documents applicable to the selected NERC Reliability Standard and/or NPCC Directory.

Based on the evidence provided for the (2) two Spot Checks, no potential noncompliance was identified. These assessments identified specific process improvements and recommendations for enhancement of the NYPA Internal Control Program. The identified improvements are assigned and tracked in the Recommendation Tracking Tool.

Self-Certification of Compliance

NYPA as a NPCC Full Member Functional Entity, in May 2024, submitted two (2) Self-Certification of Compliance with NPCC Regional Reliability.

NPCC Audit Scheduled for Q2 2025

NYPA received its 270-day audit notification from NPCC indicating an offsite audit on O&P and CIP reliability standards beginning Q2 2025. Inherent risk assessment and Internal control evaluation engagements were initiated in August 2024 and associated documentation reviewed with NPCC.

Risk and Operational Concerns (ROC) Questionnaire

RSC is coordinating with SMEs to develop responses to the Risk and Operational Concerns questionnaire that has been shared by neighboring utilities for aspects that were brought up in their respective external regulatory engagements. RSC will be onboarding these risks, associated responses and internal controls within its eGRC application.

Recommendation Tracking Tool

RSC's internal awareness tools are utilized to advise NYPA staff of prior enforcement issues and mitigation activities. Any lessons learned, root cause analyses, and/or recommendations are given to the compliance evidence managers aimed to improving the effectiveness of the compliance program. Recommendations can be internal improvements or external mitigation activities associated with audit recommendations or a potential noncompliance self-log/self-report.

During the reporting period, recommendations from the conclusion of risk-based evidence review process, Spot Checks and mitigating activities for recent PNCs have been incorporated in RSC's Compliance Tracking Tool and issued to SMEs.

NERC Operations and Planning (O&P) Standards

Due to our expanding transmission portfolio and NYPA's desire to participate in public/private transmission development projects to meet NYPSC goals in coming years, RSC has coordinated a cross functional group that looks at the detailed aspects of Transmission Operator (TOP) functional responsibilities and compliance obligations.

RSC is working with SMEs to determine what internal controls are currently in place for TOP compliance. Discussions with NPCC to formalize TOP capability review plans and schedule on site self-certification is targeted for 3rd quarter 2025.

FAC-008 Facility Walkdown internal control

RSC worked with the Facility Ratings group and site personnel to develop work plans to initiate the validation of facility ratings in the field with the NYPA G&T ratings book, planning models and EMS network models. Verifications have been completed at Marcy, BG and SENY. Next steps are to conduct a multi-year field verification / confirmation for each component of each BES Element and comparing how it is connected in the field to how it is shown in the documents.

Protection System hierarchy build-up in Maximo

Due to changing regulatory expectations, NYPA initiated an internal project to explicitly capture all components of 'Protection System' within its asset management system (Maximo).

NERC Critical Infrastructure Protection (CIP) Standards

The reporting of CIP related PNC issues has recently increased, and RSC is coordinating with Senior Management and Physical Security to discuss people, process and technology improvement items and how human performance aspects related to PNCs need to be handled with Human Resources and Labor Relations.

RSC coordinated with Cyber Security and Operations Technology to comment on CIP standards that do not specifically address virtualization. Due to the increasing use of virtualization in industrial control system environments, questions around treatment of virtualization within the CIP Standards are due for consideration. The new set of standards will impact existing terminology and associated NYPA CIP governance.

In 2023 the FERC issued Order No. 887 directing NERC to develop requirements within the CIP Reliability Standards for Internal Network Security Monitoring (INSM) of all high-impact Bulk Electric System (BES) Cyber Systems and medium impact BES Cyber Systems with External Routable Connectivity (ERC). The new Standard is pending publication to the Federal Register; once it is published, NYPA will have three years to come into compliance with the new requirements.

In Order No. 866, FERC stated that "maintaining the availability of communication networks and data should include provisions for incident recovery and continuity of operations in a responsible entity's compliance plan." FERC recognized that the redundancy of communication links cannot always be guaranteed, and acknowledged there should be plans for both recovery of compromised communication links and use of backup communication capability.

NERC Reliability Standards Training Development - RSC has finalized the new BES Regulatory Overview course, and Technical Training has published it to the LMS.

Compliance Framework for NYPA Renewables

RSC participated in NYPA Renewables implementation kick-off meeting and is identified as initiative owner for developing regulatory compliance framework for this new business line.

CODE COMPLIANCE

Annual Safety Inspections – 2nd Quarter 2024 results for NYPA reached 69.4% and Canals reached 80.2% with a 2nd Quarter target of 67%. Scheduling of inspections for the 2024 calendar continues.

The Annual OSHA Crane Inspection program for 2024 at all NYPA sites is ongoing. We continue supporting the creation of the OSHA Crane Inspection program for Canals.

b. Procurement and Related Reports for New York Power Authority and CanalCorporation (January – June 2024)

On motion made and seconded, the following resolution, as recommended by the Governance Committee, was unanimously adopted.

RESOLVED, That pursuant to Section 2879 of the Public Authorities Law and the Procurement and Related Reports for New York Power Authority and Canal Corporation, as amended, be, and hereby are, approved.

Procurement and Related Reports
NYPA Procurement Contracts Summary
Disposal of Personal Property
Supplier Diversity Program (SDP)

Inventory Statistics
Fossil Fuels Activity
Corporate Finance Activity
Transfer of Interest in Personal Property to Canal Corporation
Canal Corporation Procurement Contracts Summary
Canal Corporation Disposal of Personal Property

AND BE IT FURTHER RESOLVED, That the Procurement and Related Reports, and hereby are, reviewed and approved; and be it further

RESOLVED, That the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

c. Approval of Guidelines for Procurement Contracts

On motion made and seconded, the following resolution, as recommended by the Governance Committee, was unanimously adopted.

RESOLVED, That pursuant to Section 2879 of the Public Authorities Law and the Authority's and Canal's Procurement Guidelines, the Governance Committee approves and recommends for adoption by the New York Power Authority Trustees and the Canal Corporation Board of Directors, the Annual Report of Procurement Contracts, and the Guidelines for the use, awarding, monitoring and reporting of Procurement Contracts, as amended, be, and hereby are, approved; and be it further

RESOLVED, That the open service contracts exceeding one year be, and hereby are, reviewed and approved; and be it further

RESOLVED, That the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

d. Approval of Guidelines for Disposal of Personal Property and Expenditure Authorization Procedures for New York Power Authority and Canal Corporation

On motion made and seconded, the following resolution, as recommended by the Governance Committee, was unanimously adopted.

RESOLVED, That pursuant to Section 2879 of the Public Authorities Law, the Governance Committee approves and recommends for adoption to the Trustees and the Canal Corporation Board of Directors, the Authority's and Canal's Guidelines for the Disposal of Personal Property, and the Authority's and Canal's Expenditure Authorization Procedures, as amended; and be it further

RESOLVED, That the open service contracts exceeding one year be, and hereby are, reviewed and approved; and be it further

RESOLVED, That the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Executive Vice President and General Counsel.

e. Annual Review and Approval of Guidelines and Procedures for the Disposal and Acquisition of Real Property and Expenditure Authorization Procedures

On motion made and seconded, the following resolution, as recommended by the Governance Committee, was unanimously adopted.

RESOLVED, That the Governance Committee recommends approval of the Authority's 2025 Real Property Disposal Guidelines, 2025 Real Property Acquisition Guidelines, and 2025 Expenditure Authorization Procedures to the Trustees and Board of Directors as required by Section C.5 of the Governance Committee Charter; and be it further

RESOLVED, that the Governance Committee recommends approval of the Canal Corporation's 2025 Canal Real Property Disposal Guidelines, 2025 Canal Real Property Acquisition Guidelines, and 2025 Expenditure Authorization Procedures to the Trustees and Board of Directors as required by Section C.5 of the Governance Committee Charter; and be it further

RESOLVED, That the Chair, the President and Chief Executive Officer, and all other officers of the Authority be, and each of them hereby is, authorized on behalf of the Authority and Canal Corporation to do any and all things, take any and all actions and execute and deliver any and all agreements, certificates and other documents to effectuate the foregoing resolution, subject to the approval of the form thereof by the Interim Executive Vice President and General Counsel.

f. Approval of the Minutes of the Joint Meeting of the New York Power Authority and Canal Corporation Governance Committee held on March 12, 2024

On motion made and seconded the Minutes of the joint meeting held on March 12, 2024 were unanimously adopted.

6. Next Meeting

Chair Bethaida González stated that the next regular meeting of the Governance Committee is scheduled for Tuesday, March 18, 2025.

Closing

On a motion made by member Dennis Trainor and seconded by member Lewis Warren, Jr., the meeting was adjourned at approximately 10:23 a.m.

Karen Delince

Karen Delince
Corporate Secretary

Next Meeting

The next regular meeting of the Joint Governance Committee is scheduled to be held on Tuesday, October 14, 2025.