

2024 TRANSPARENCY PLAN UPDATE

AGENCY NAME: New York State Insurance Fund (NYSIF)

February 20, 2024

DELIVERABLES ACHIEVED SINCE 2021

Investment Policy Statement (IPS)

In our original Transparency Plan, NYSIF pledged to publish its [Investment Policy Statement](#), normally a confidential document not normally shared with the public. The document provides the primary guidance for NYSIF's investment activities by outlining the philosophy and structure of NYSIF's investment program, describing the general process by which assets are managed, and defining the key roles and responsibilities in NYSIF's investment program. The IPS also addresses DEI, MWBE participation and fiduciary duties of the Board of Commissioners and the Investment Committee. The policy is reviewed, updated and posted annually.

Update to FOIL webpage

As we indicated in our 2021 plan, NYSIF updated its [Freedom of Information webpage](#) to include common FOIL requests and their associated responses. Providing this information allows transparency in the records commonly sought from NYSIF, but also helps to mitigate any claims that NYSIF responses to certain FOIL requests are arbitrary. These FAQs are reviewed annually and updated as needed. We also added guidance for best practices in submitting a FOIL request to NYSIF.

Update to NYSIF Events webpage

As we indicated in our 2021 plan, NYSIF has expanded its outreach to various business organizations, industry partners and professional groups to educate people on workers' compensation and disability benefits. Part of our effort comes from publicizing the event details on our website and social media promotion of the events. Our [events page](#) lists the host, date and location of all public events NYSIF staff attend, including [job fairs](#) and the New York State Fair. Since our initial plan was submitted, NYSIF has also retained its 2022 and 2023 event listings for further transparency.

INITIATIVES TO BE IMPLEMENTED IN 2024

New Initiatives Section on nysif.com

In January 2024, NYSIF created a new section on its website dedicated to its public policy initiatives and enhancements. Currently, [the section](#) highlights our Long Covid study, our ESG investing progress, our MWBE success and our employer Mental Wellness program. As we continue working on other initiatives throughout the year, they will be added to the section as appropriate.

Recruitment Tracking System

In 2024, NYSIF will launch a new applicant tracking system to better connect with job applicants and new hires. This new online system will streamline NYSIF's job vacancies and internships, with requirements, job duties and location listed clearly for each position. Applicants can upload their resumes and complete a simplified, online version of the New York State Employment Application Part 1 in just moments. The applicant will receive an immediate confirmation that the application has been received.

The application is instantly accessible to the internal hiring manager without emails or attachments. NYSIF staff can respond to the applicant directly in the portal and can even schedule interviews via the portal. We expect to significantly decrease the amount of time between the day the post closes and the new hire's first day.

In tandem with NYSIF's increased presence at college job fairs and the extensive investment we've made in creating partnerships with graduate schools, we expect the new Recruitment Tracking System to substantially enhance our ability to attract new talent.