



MEMO

Date: October 10, 2006
To: Board of Directors
From: Nancy Capezzuti and Bob Kahn
Subject: Tuition Reimbursement

Issue for the ERCOT Board of Directors

ERCOT Board of Director Meeting Date: October 17, 2006

Agenda Item No.: 10c

Issue:

Adoption of the ERCOT Tuition Reimbursement Plan

Background/History:

ERCOT has a disadvantage when hiring employees and has lost excellent employees due to the fact we do not offer a Tuition Reimbursement Plan and most companies we compete for staffing offer a program. ERCOT will also benefit from an educated, informed workforce.

Key Factors Influencing Issue:

Filling open positions, reduction of turnover and more highly educated workforce.

Alternatives:

Continue to offer no program or reduce the value of the program.

Conclusion/Recommendation:

Approve the Tuition Reimbursement Plan recommended by ERCOT and the HR and Governance Committee.