



ERCOT and Market Reform Recommendation

H.B. (Trip) Doggett
President & CEO

ERCOT Board of Directors Meeting
June 15, 2010

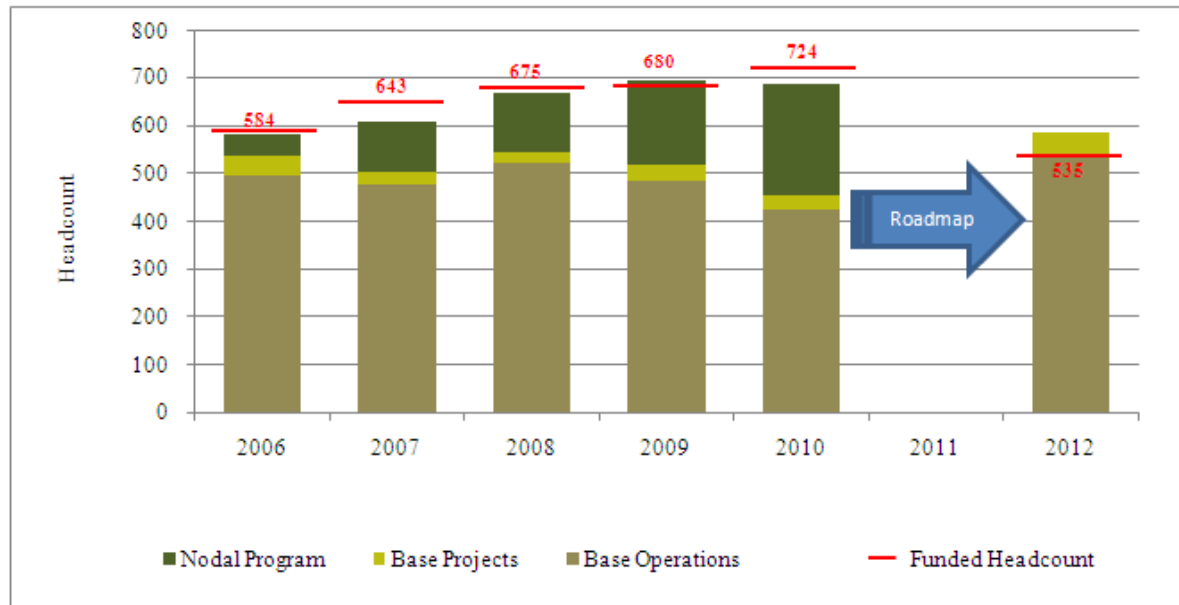
Overview

1. The work by MR is comprehensive and the executive team and the ERCOT staff were fully engaged during the 13 weeks and agree and fully participated in developing the findings and recommendations.
2. We are developing our plan to implement the findings and recommendations
3. We need to take into account time frames to ensure the successful implementation of nodal and to implement the 2011-2015 operating budget
 - now to Dec 1, 2010 - what we need for nodal go-live and 2011 budget
 - Dec 1 to July 1 2011 - what we need for Nodal stabilization
 - July 1 2011 ongoing continuous assessment of headcount and skills.
4. This is one of the highest priorities for ERCOT and we will provide updates to the BOD at each board meeting against this plan.

Transition

Electric Reliability Council of Texas, Inc.

5 Year Funded vs. Actual Full Time Equivalency Comparison



NOTES:

- Uncertainty around some assumptions proposed by Market Reform
- Staffing roadmap is currently being developed to transition staffing levels from 2010 to 2012.
- Project staff not included in funded base operation staffing estimate post 2011.
- Project staffing levels projected at post go-live nodal steady state and are still under review.

Actual Headcount

	2006	2007	2008	2009	2010	2012
Base Operations	497	478	520	484	425	535
Base Projects	39	25	25	33	30	50
Nodal Program	44	106	123	180	230	0
Total Labor	580	609	669	696	685	585

Funded Headcount

Total Labor	584	643	675	680	724	535
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