
Human Resources Operations Report

Bruno Ierullo
Director of Human Resources

H.R. & Governance Committee Meeting
March 21, 2011

HR OPERATIONS REPORT

- **Performance Management:**

- In the process of finalizing & implementing development plans for all employees that did not meet expectations on their 2010 performance reviews.
- 2010-2011 Merit Guidelines sent to all Directors/Managers. Training sessions have been completed to review the SuccessFactors Compensation templates and process.
- Working with business areas to ensure 2011 goals are entered into success factors by end of March/mid April. Review of 2011 KPI's to determine Strategic Initiatives for 2011.
- Meeting with business areas to ensure employees understand the business drivers that need to be defined as goals and objectives for 2011.

- **Talent Management:**

- Reviewing proposed development plans from Succession Plans that will drive 2011 training initiatives.

HR OPERATIONS REPORT

- **People Development:**

- ERCOT is in the process of partnering with the University of Texas Professional Development Center and Cockrell School of Engineering Center for Life Long Engineering Education to offer to Management Leadership Programs.
- Through the Professional Development Center we have developed a program that will strengthen foundational skills in the following areas: Coaching and Counseling; Behavioral Interviewing; Conflict Management; Building Leadership Skills. This program will target individuals who have been identified on succession plans as ready for a management role, and/or new managers who still need support growing into their new role.
- Through the Center for Life Long Engineering, we have developed a program for more senior managers/directors that will improve their skills in : Communication and Negotiation; Developing a Culture that Fosters Success; Risk Management; Strategic Planning; and Managing Innovation.

HR OPERATIONS REPORT

- **Benefits:**

- Benefits Committee Meeting held March 1, 2011. Items discussed:
 - 2011 Proposed Meeting Schedule
 - Annual Report to Board of Directors
 - Q4 401(k) Plan Performance
 - 401(k) Platform Change
 - 3-Year Strategy for Welfare Benefits
 - Gallagher Recommendations Regarding Welfare Plans and Vendors
 - Proposed Changes to Welfare Plans
 - Report on Audit of Medical Claims
 - IPS Review
 - Wellness Committee Activities

HR OPERATIONS REPORT

- **Recruiting:**

- Attended University of Texas Feb 8, 2011--- PES IEEE Meeting, Feb 24, 2011 UT Engineering Expo.
- Attended PES IEEE meeting at A&M March 2, 2011.
- Currently looking to fill 17 summer interns, we have 10 positions completed with signed offer letters and 7 positions remaining to be filled.

- **Rewards & Recognition:**

- 4 employees received 5 year service anniversary awards and 14 employees received 10 year service anniversary awards and 1 employee received 15 year during the month of March.
- YTD we have given 100 ERCOT Excellence certificates.

HR OPERATIONS REPORT

- **Organization:**
 - Mark Ruane VP, Credit & Enterprise Risk Management started 2/15/2011, reporting to Trip Doggett.
- **Legal & HR Issues:**
 - Went live with new ADP HR/payroll on Feb 1, 2011
 - Live payroll Feb 15, 2011 – first payroll.
 - Started the Employee Service Center with Benefits - Feb 7, 2011.