



Human Resources (HR) Operations Report

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Vice President of HR and Chief Compliance
Officer

HR and Governance Committee Meeting

June 20, 2011

HR OPERATIONS REPORT

- **Performance Management**

- Developing Corporate Strategic Timeline

- The timeline documents significant activity milestones for ERCOT management team

- Performance Management cycle
- Strategic Plan and KPI review
- Goal Setting and Individual Development Plan process
- Budget process
- Risk Analysis Review

- The goal is to have a defined timeline that allows managers to prepare and define annual business plans for their areas. This will enhance our approach in evaluating year end performance.

People Development:

- June 16, scheduled information sessions to determine interest in reinstating the ERCOT “Toast Master Club.” June 29 we will conduct a internal demonstration of how the program works, followed by registration of participants. Our goal is to launch the toastmaster club in August.

HR OPERATIONS REPORT

- **People Development:**

- UT will conduct training on “Presentation Coaching for Executives & Senior Managers.” The goal of this program is to help gain the skills, comfort and confidence required to deliver effective presentations and have an impact on the audience. 24 managers have been selected to take part

- **Benefits:**

- Airrosti Foam Exercise Class Feedback – We had great positive feedback from the foam exercise class held at ERCOT week on May 11. We held 3 classes and had 36 employees participate.
- Financial Planning Meetings May 11 - 13. We had 25 employees participate.
- Benefit Fair held May 11 - 12. Employees met representatives from our benefit providers to discuss and review benefit plans. The goal was to better educate our employees on services our providers offer and be better prepared for open enrollment decisions. Over 300 employees participated in the event.

HR OPERATIONS REPORT

- **Recruiting:**
 - Scheduling CIO candidates for interviews with the executive team.
 - Update on VP Business Integration position.
- **Rewards & Recognition:**
 - May
 - 3 Ten Year Anniversaries
 - 2 Five Year Anniversaries
 - June
 - 6 Ten Year Anniversaries
 - 5 Five Year Anniversaries