



MEMORANDUM

To: Human Resources & Governance (HR&G) Committee
From: Vickie Leady, Assistant General Counsel and Assistant Corporate Secretary
Date: July 11, 2011
Re: Review of Governance Structure of Board and Board Committees – Employee Benefits Reviews and Audits

At the request of the HR&G Committee Chair, the attached chart of ERCOT Employee Benefit Plans and Associated Reviews and Audits has been prepared.

The attached chart identifies the employee benefit plan and service provider, a plan description and a description of the periodic reviews/audits of such plans (including whether such reviews/audits are conducted internally or by a third party). It is intended to assist with the HR&G Committee's consideration of the most appropriate review of these plans (that is, whether by the HR&G Committee, the Finance and Audit Committee, a third party and/or ERCOT staff), if any review is deemed necessary.