

## **ERCOT Human Resources Policies and Corporate Standards**

Policy or Standard Name	Doc Type	Effective Date	Subject	Governs	Document Owner
CP5 Workforce Corporate Policy.docx	Policy	12/30/2013	Employment;#Employment Termination	ERCOT Contract Workers; ERCOT Employees	Westbrook, Susie
CP6 Information Management Corporate Policy.docx	Policy	1/7/2014	IT	ERCOT Contract Workers; ERCOT Employees	Dreyer, Jerry
CP7 Security and Safety Corporate Policy.docx	Policy	9/17/2013	Corporate Governance;#IT;#Security	ERCOT Contract Workers; ERCOT Employees	Delenela, Ann
CS1.7 Code of Conduct and Ethics Corporate Standard.docx	Standard	4/21/2014	Corporate Governance;#Employment	ERCOT Contract Workers; ERCOT Employees	Magness, Bill
1.7.1 Employee Ethics Agreement.docx	Standard	9/17/2013	Corporate Governance;#Employment	ERCOT Contract Workers; ERCOT Employees	Magness, Bill
1.7.2 Consultant Ethics Agreement.docx	Standard	4/28/2014	Corporate Governance;#Employment	ERCOT Contract Workers; ERCOT Employees	Magness, Bill
1.7.3 Code of Conduct.docx	Standard	7/7/2014	Corporate Governance;#Employment	ERCOT Contract Workers; ERCOT Employees	Magness, Bill
CS1.11 Management Exception Corporate Standard.docx	Standard	5/21/2014	Compliance & Legal;#Corporate Governance	ERCOT Contract Workers; ERCOT Employees	Atherton, Allison
CS1.13 Co-employment Risk Management Corporate Standard.docx	Standard	8/14/2013	Compliance & Legal;#Contracts & Procurement	ERCOT Contract Workers; ERCOT Employees	Rydell, Brandt
CS5.1 Human Resources and Employee Classification Corporate Standard.docx	Standard	3/5/2014	Employment	ERCOT Employees	Westbrook, Susie
CS5.11 Drug Testing and Alcohol Usage Corporate Standard.docx	Standard	1/15/2014	Employment	ERCOT Contract Workers; ERCOT Employees	Westbrook, Susie
CS5.13 Safety and Workers Compensation Corporate Standard.docx	Standard	12/4/2013	Employment	ERCOT Contract Workers; ERCOT Employees	Keepers, Kathy
CS5.14 Driving on Company Business Corporate Standard.docx	Standard	7/2/2014	Employment	ERCOT Employees	Keepers, Kathy
CS5.15 Firearm and Weapon Corporate Standard.docx	Standard	8/6/2014	Employment	ERCOT Contract Workers; ERCOT Employees	Goetz, Gene
CS5.16 Nepotism Corporate Standard.docx	Standard	11/25/2013	Employment	ERCOT Employees	Westbrook, Susie
CS5.18 Conflict of Interest Corporate Standard.docx	Standard	4/8/2014	Employment	ERCOT Contract Workers; ERCOT Employees	Magness, Bill
CS5.19 Confidentiality Corporate Standard.docx	Standard	11/25/2013	Employment	ERCOT Employees	Westbrook, Susie
CS5.20 Intellectual Property Corporate Standard.docx	Standard	1/22/2014	Employment	ERCOT Employees	Morehead, Juliana
CS5.21 Outside Employment Corporate Standard.docx	Standard	11/25/2013	Employment	ERCOT Employees	Westbrook, Susie
CS5.23 Interview Moving Relocation Expenses Reimbursement Corporate Standard.docx	Standard	10/2/2013	Employment	ERCOT Employees	Westbrook, Susie
CS5.24 Employee Referral Bonus Corporate Standard.docx	Standard	1/15/2014	Employment	ERCOT Employees	Westbrook, Susie
CS5.25 E-Mail and Telephone Usage Corporate Standard.docx	Standard	1/15/2014	Employment	ERCOT Contract Workers; ERCOT Employees	Westbrook, Susie
CS5.26 Holidays Corporate Standard.docx	Standard	3/21/2014	Compensation/Benefits/Leave	ERCOT Employees	Westbrook, Susie
CS5.27 Paid Leave Corporate Standard.docx	Standard	3/21/2014	Compensation/Benefits/Leave	ERCOT Employees	Westbrook, Susie
CS5.30 Tuition Reimbursement Corporate Standard.docx	Standard	1/17/2014	Compensation/Benefits/Leave	ERCOT Employees	Westbrook, Susie
CS5.32 Compensation and Pay Administration Corporate Standard.docx	Standard	7/31/2014	Compensation/Benefits/Leave	ERCOT Employees	Westbrook, Susie
CS5.33 Absence From Work Corporate Standard.docx	Standard	3/19/2014	Compensation/Benefits/Leave	ERCOT Employees	Westbrook, Susie
CS5.34 Discretionary Leave Corporate Standard.docx	Standard	11/25/2013	Compensation/Benefits/Leave	ERCOT Employees	Westbrook, Susie
CS5.35 Family and Medical Leave Act Corporate Standard.docx	Standard	1/29/2014	Compensation/Benefits/Leave	ERCOT Employees	Westbrook, Susie
CS5.36 Disciplinary Action Corporate Standard.docx	Standard	2/5/2014	Employment	ERCOT Employees	Westbrook, Susie
CS5.37 Complaint Reporting Corporate Standard.docx	Standard	12/10/2013	Employment	ERCOT Employees	Westbrook, Susie
CS5.38 Fraud Prevention Whistleblower Corporate Standard.docx	Standard	12/9/2013	Corporate Governance;#Employment	ERCOT Employees	Magness, Bill
CS5.39 Separations Terminations and Rehires Corporate Standard.docx	Standard	11/21/2013	Employment Termination	ERCOT Employees	Westbrook, Susie
CS5.40 Exit Interviews Corporate Standard.docx	Standard	1/15/2014	Employment Termination	ERCOT Employees	Westbrook, Susie
CS5.41 Employee Recognition Award Corporate Standard.docx	Standard	8/1/2014	Employment	ERCOT Employees	Westbrook, Susie
CS5.42 Flexible Work Arrangement Corporate Standard.docx	Standard	1/15/2014	Employment	ERCOT Employees	Westbrook, Susie
CS5.43 Hiring and Retention of Foreign Workers.docx	Standard	2/14/2014	Employment	ERCOT Employees	Westbrook, Susie