



Item 5.4: Policy on Hiring Former Employees of the Independent Auditor

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Controller

Finance & Audit Committee Meeting
ERCOT Public
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Hiring Former Employees of the Independent Auditor

Finance & Audit Committee Charter Requirement

- The Committee shall establish the Company's hiring policies for employees who are former employees of the Company's independent auditors.

Operating Procedure 5.1.1 – Hiring Operating Procedure

- With respect to candidates who are current or former employees of ERCOT's independent auditors, the Recruiter will obtain the approval of the Finance and Audit Committee before extending an offer of employment if the candidate was employed by an independent auditor within the previous 12 months and either:
 - the candidate was assigned to the ERCOT audit for more than one month;
or
 - the candidate's responsibilities of employment at ERCOT will include oversight or review of the work performed by the independent auditor who previously employed the candidate.