Compensation History of Bill Magness - ERCOT General Counsel, 2010 - ERCOT CEO, 2021

Effective Date	Compensation Change Reason	Annual Salary	% Change	$ Change	Retention Incentive %	Retention Incentive $	Comments
1/1/2021	Merit Increase	$ 863,069.66	3.00%	$ 25,137.95	0.00%	$ -	
1/1/2020	Merit Increase	$ 837,931.71	3.00%	$ 24,405.78	0.00%	$ -	
1/1/2019	Merit Increase	$ 813,525.93	23.60%	$ 155,333.43	0.00%	$ -	
1/1/2018	Merit Increase	$ 658,192.50	5.00%	$ 31,342.50	20.00%	$ 131,638.50	
1/1/2017	Merit Increase	$ 626,850.00	5.00%	$ 29,850.00	15.00%	$ 94,027.50	
1/1/2016	Merit Increase	$ 597,000.00	54.99%	$ 211,801.92	10.00%	$ 59,700.00	Mr. Magness was promoted to CEO on this date.
1/1/2015	Promotion	$ 385,198.08	10.00%	$ 35,017.92	20.00%	$ 77,039.62	
1/1/2014	Merit Increase	$ 350,180.16	5.00%	$ 16,675.20	20.00%	$ 70,036.03	
1/1/2013	Merit Increase	$ 333,504.96	5.50%	$ 17,386.56	0.00%	$ -	
1/1/2012	Merit Increase	$ 316,118.40	4.00%	$ 12,158.40	0.00%	$ -	
1/1/2011	Merit Increase	$ 303,960.00	2.00%	$ 5,948.64	0.00%	$ -	
9/22/2010	Hire	$ 298,011.36			0.00%	$ -	This is Mr. Magness' salary as General Counsel at date of hire.