



Item 6.4: Policy on Hiring Former Employees of the Independent Auditor

Sean Taylor

Vice President and Chief Financial Officer

Finance and Audit Committee Meeting

ERCOT Public

February 27, 2023

Overview

- **Purpose**
 - Annual review of the Finance and Audit (F&A) Committee Charter requirement that the Committee establish the Company's hiring policies for employees who are former employees of the Company's independent auditors
- **Voting Items / Requests**
 - No action is requested of the F&A Committee or Board; for discussion only
- **Key Takeaway**
 - The hiring policies for employees who are former employees of the Company's independent auditors are in place and consistent with last year

Hiring Policy for Former Employees of the Independent Auditor

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.