



## Item 5.2: Policy on Hiring Former Employees of the Independent Auditor

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Finance and Audit Committee Meeting

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### **Purpose**

Annual review of the Finance and Audit Committee (F&A) Charter requirement that the Committee establish the Company's hiring policies for employees who are former employees of the Company's independent auditors

### **For information only**

No action is requested of the F&A Committee or Board; for discussion only.

### **Key Takeaways**

- The hiring policies for employees who are former employees of the Company's independent auditors are in place and consistent with last year

## Policy on Hiring 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 F&A 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