

SECTION V – Employee Transfers from Energy Delivery Services (EDS) to Energy Supply and Market Operation (ESMO)

In accordance with Public Utility Commission of Texas (PUCT) Substantive Rule 25.275,

(f) Tracking migration and sharing of employees. An MOU/COOP shall track and document the movement between the TDBU and its competitive affiliates of all employees engaged in transmission or distribution system operations, including persons employed by the MOU/COOP who are engaged in transmission or distribution system operations on a day-to-day basis or who have knowledge of transmission or distribution system operations. An MOU/COOP shall also document the assignment of shared employees engaged in both transmission or distribution system operations and competitive energy-related activities, if any. Employee migration and sharing information shall be included in the MOU/COOP's annual report of code related activities. For migrating employees, the tracking information shall include an identification code, the respective titles held while employed at the TDBU and the competitive affiliate, and the effective dates of the migration

(i) Separation of a TDBU from its competitive affiliates.

(2) Employee transfers and temporary assignments.

(A) An MOU/COOP shall not assign to a competitive affiliate for less than one year employees engaged in transmission or distribution system operations unless safeguards are in place to prevent transfer of confidential information. TDBU employees engaged in transmission or distribution system operations, including persons employed by a structurally unbundled service company affiliate of the TDBU who are engaged on a day-to-day basis in or have knowledge of transmission or distribution system operations and are transferred to a competitive affiliate, shall not remove or otherwise provide or use confidential information or information gained from the TDBU or affiliated service company, in a discriminatory or exclusive fashion to the benefit of the competitive affiliate or to the detriment of non-affiliated electric suppliers.

(B) Movement of employees to a competitive affiliate may be accomplished either through the employee's termination of employment with the TDBU and acceptance of employment with the CS or through a transfer to the CD as long as the transfer results in the TDBU bearing no ongoing costs associated with that employee.

(C) Transferring employees shall sign a statement indicating that they are aware of and understand the restrictions set forth in this section. The TDBU also shall post a conspicuous notice of such a transfer on its Internet site or other public electronic bulletin board within 24 hours and for at least 30 consecutive calendar days.

**EDS Code Of Conduct Report
Disclosure of Competitive information**



Effective date of Transfer	Employee Id Identification Code	Employee Name	Previous Title	Current Title	Previous Department / Section	Current Department / Section
7/22/2024	102951		Transmission Operator	Energy Controller II	Transmission Operations	Real Time Operations

Employee Signature: _____

Manager Signature: _____

Manager Name (Print): _____

Manager Title: _____

Internet Posting Date: _____