

**Annual Calendar: Standing Items**  
**Human Resources and Governance Committee**  
**ERCOT Board of Directors**

**January**

- Elect committee Chair
- Review committee charter
- Evaluate CEO performance against goals and objectives
- Distribute committee self-evaluation survey
- Poll Directors re interest in accessing National Association of Corporate Directors (NACD) resources
- Monitor external relations issues

**February**

- Review committee self-evaluation survey
- Monitor external relations issues
- ERCOT Study “Horsepower”

**March**

- Review and approve merit adjustments for corporate officers effective April 1<sup>st</sup>
- Review and approve contractual employment arrangement for CEO
- Monitor external relations issues

**April**

- Consider Board training needs to enhance effectiveness
- Monitor external relations issues
- Review head-count staffing levels
- Senior management succession planning

**May**

- Monitor external relations issues

**June**

- Review ERCOT Bylaws and consider proposing revisions
- Consider adequacy of executive compensation and benefit programs (detailed review every third year)
- Monitor external relations issues

**July**

- Review head-count staffing levels
- Review ERCOT Employee and ERCOT Director Ethics Agreements
- Monitor external relations issues

### **August**

- Review external relations communication plan

### **September**

- Independent Board members succession planning
- Compensation for independent Board members

### **October**

- Monitor external relations issues

### **November**

- Senior management succession planning

### **December**

- Review and approve goals and objectives for following year
- Review external relations communication plan