



## **Item 12: Future Agenda Items**

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Vice President, Human Resources

Human Resources and Governance Committee  
Meeting

ERCOT Public

February 27, 2023

# 2023 Future Agenda Items

**Key Takeaway:** The committee's work on this new meeting planner is in progress.

	Task Description	Charter Page #	Committee Meeting Date					
			2-27	4-17	6-19	8-30	10-16	12-18
Admin	1 Designate a Committee secretary	2	HRG					
	2 Committee educational topics	2	As necessary when topics arise					
	3 Review and assess adequacy of Committee charter	5	HRG					
	4 Undertake annual self-evaluation	5	HRG					
Governance	5 Review Company's Certificate of Formation and bylaws	3						
	6 Review Board's policies and procedures	3						
	7 Review frequency of meetings	3						
	8 Review charters and membership of Board committees	3						
	9 Oversee annual self-evaluations of committees of the Board	3	HRG					
	10 Review Company's ethics agreement forms for Company staff and Directors	3						
	11 Regular review conflicts of interest disclosed by Company staff and Directors	3						
	12 Review Ethics Agreements for staff and Directors	3	HRG					
	13 Assess Board members, the Board, committee structure	3	Periodically, as necessary					
	14 Recommend Director education and training opportunities	3	As necessary when topics arise					
	15 Review CEO's performance	3						
	16 Review CEO compensation [Biennial]	3						
	18 Changes to CEO compensation and employment terms	3	As necessary when changes arise					
	19 Review Company's key performance indicators	3						
	Public	20 Recommendation to the Board on Company's strategic plan	3					
		21 Review Company's corporate communications strategy, including crisis comms	3					
23 Review Company's governmental relations efforts		3						
Human Resources	24 Review CEO's report of executives' performance and compensation	4						
	25 Review CEO's direct report compensation	4						
	26 Review Succession Planning report	4						
	27 Review Company's [incentives and] benefits strategies	4						
	28 Review design of Company's employment agreements [Biennial]	4						
	29 Review overall employee compensation programs [Biennial]	4						
	30 Review 401(k) Savings Plan audit report	4						

"HRG" designates items addressed in meetings of the Human Resources and Governance Committee

