



MEMORANDUM

To: Human Resources and Governance (HR&G) Committee
From: Peggy Heeg, HR&G Committee Chair
Date: April 10, 2023
Re: Item 7 - Review of Draft HR&G Committee Self-Evaluation Survey

The charter of the HR&G Committee provides that, annually, the Committee shall “conduct a Committee self-evaluation.” As previously discussed, I have been working with ERCOT staff to develop a standard, more concise self-evaluation survey for use by all the Board Committees. Attached is a draft proposed 2023 Annual Committee Self-Evaluation Survey. The survey derives from self-evaluation survey models from the National Association of Corporate Directors, along with past Finance and Audit (F&A) Committee and HR&G Committee self-evaluation surveys.

The HR&G Committee reviewed the draft survey at the February 27, 2023 HR&G Committee meeting. It is next expected that all of the Committees will review the draft survey at their April 2023 meetings. After incorporating any feedback, Committee self-evaluations will be conducted in October-November 2023 with results presented at the December 2023 Committee meetings. This proposed schedule allows for a full year of Committee meetings and activities before conducting the surveys.

We look forward to discussing the draft self-evaluation survey at the April 17, 2023 HR&G Committee meeting.



Item 7: Review of Draft HR&G Committee Self-Evaluation Survey

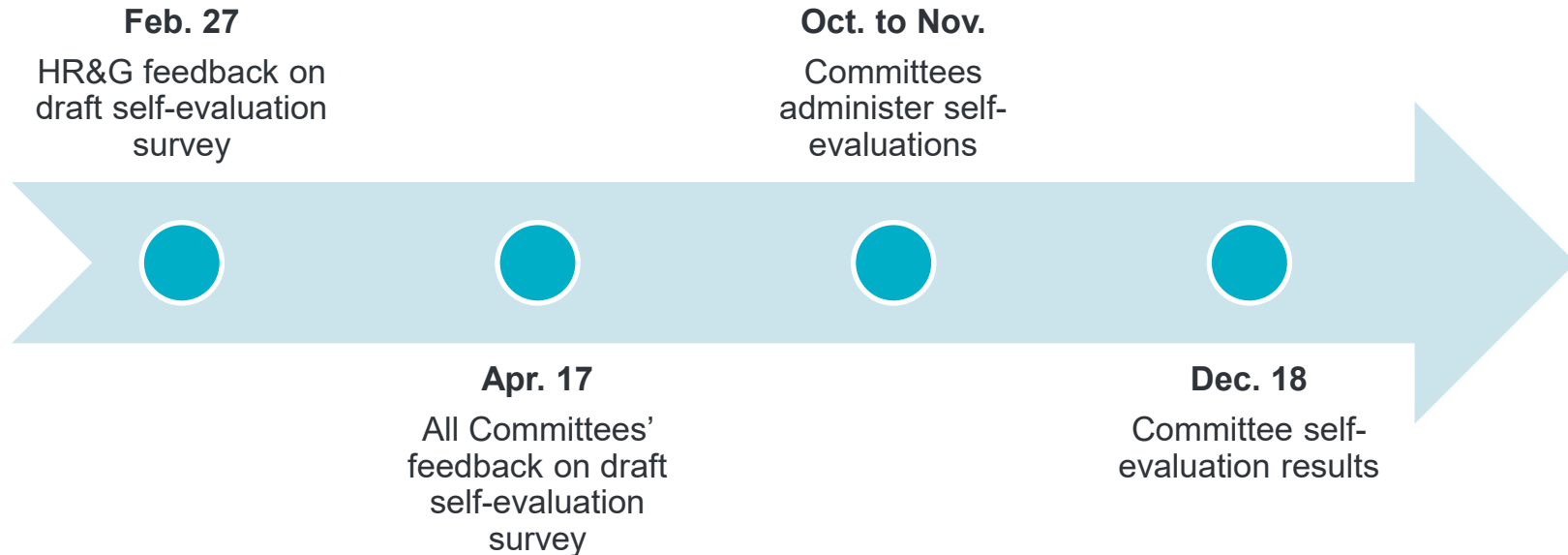
Peggy Heeg

Human Resources and Governance Committee
Chair

Human Resources and Governance Committee
Meeting

ERCOT Public
April 17, 2023

Board and Committee Evaluation Lookahead



Lookahead to 2024: Human Resources and Governance (HR&G) Charter Section [IV\(B\)\(2\)\(a\)\(ii\)](#) requires the periodic assessment of “individual Board members, the entire Board, and the Board Committee structure.”

Human Resources and Governance Committee Annual Self-Evaluation (2023)

Please respond to the following questions, on a scale of:

* 1 (room for improvement), to

* 5 (area of considerable strength).

Following each question is a space to provide explanatory comments and/or suggestions for improving Committee structure and process. Your individual responses will be kept confidential and will be reported back to the Committee only in a composite that provides anonymity.

Question		1	2	3	4	5
1	Are the responsibilities of the Committee well defined? Comments:					
2	Is the Committee effective in fulfilling its general responsibilities? Comments:					
3	Is the Committee fulfilling the specific duties set forth in its charter? Comments:					

Question		1	2	3	4	5
4	Do Committee members receive adequate background information prior to meetings? Comments:					
5	Are meetings conducted in a manner and on a schedule that ensures open communication and meaningful participation? Comments:					
7	Are Committee agendas set and prioritized to assist the Committee to function effectively? Comments:					
8	Is meeting time appropriately allocated between management presentation and Committee discussion, to allow adequate opportunity for deliberation? Comments:					
9	Does the Committee reach timely resolution of issues? Comments:					

Question		1	2	3	4	5
10	Are Committee meetings efficient and productive? Comments:					
11	Is the length of Committee meetings appropriate? Comments:					
12	Does the Committee hold an adequate number of meetings during the year? Comments:					
13	Does the Committee have the appropriate number of members? Comments:					
14	Is the Committee's leadership effective? Comments:					

Question		1	2	3	4	5
15	Please add additional comments, questions and suggestions here.					

DRAFT