



## Item 9: Future Agenda Items

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Vice President, Human Resources

Human Resources and Governance Committee  
Meeting

ERCOT Public  
April 17, 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	
1	Admin	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	HRG					
5	Governance	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	HRG					
10		Review Company's ethics agreement forms for Company staff and Directors	3	HRG						
11		Regular review conflicts of interest disclosed by Company staff and Directors	3	As necessary when topics arise						
12		Review Ethics Agreements forms submitted by staff and Directors	3							
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							
20	Public	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							
24	Human Resources	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	Human Resources	Review Company's health and welfare benefit plan activities and future	4		HRG					
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							
31		Review Company's retirement plan activities and future strategies	2		HRG					

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