

To: Human Resources and Governance (HR&G) Committee
From: Peggy Heeg, HR&G Committee Chair
Date: October 9, 2023
Re: Item 4 - Notice of Annual Committee Self-Evaluation Questionnaire

The charter of the HR&G Committee provides that the Committee shall, annually, “conduct a Committee self-evaluation.” Attached is the 2023 Annual Committee Self-Evaluation Questionnaire. This Committee worked with ERCOT staff to develop a standard, concise self-evaluation form for use by all the Board Committees. The questionnaire 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 questionnaires.

At the August 31, 2023 Board meeting, the Board approved changes to membership of Committees in connection with the formation of the new Technology and Security Committee. Feedback from former Committee members is encouraged during this year’s evaluation process.

As discussed during the HR&G Committee’s review of the questionnaire during the Committee’s April 17, 2023 meeting, Committee self-evaluations will be conducted in October-November 2023 with results presented at the December 2023 Committee meetings to allow for a full year of Committee meetings and activities before conducting surveys. Following any final feedback during the HR&G Committee meeting on October 16, 2023, ERCOT Legal staff will electronically administer the questionnaires to Committee members. The Committee will review results during the meeting scheduled for December 18, 2023.



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.					