



Item 5: Future Agenda Items

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Vice President, Human Resources

Human Resources and Governance Committee
Meeting

ERCOT Public

October 16, 2023

2023 Future Agenda Items

Key Takeaway: The committee's work on this 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					HRG	
	8 Oversee assessment of the Board	3	Periodically, as necessary					
	9 Oversee assessment of Board members	3	Periodically, as necessary					
	10 Review charters of Board committees	3	HRG					
	11 Review membership of Board committees	3	HRG			HRG		
	12 Oversee Q4 annual self-evaluations of committees of the Board	3	HRG	HRG				
	13 Oversee assessment of Board committee structure	3				HRG		
	14 Oversee review of Board member compensation	3			HRG			
	15 Review Company's ethics agreement forms for Company staff and Directors	3	HRG					
	16 Regular review conflicts of interest disclosed by Company staff and Directors	3			HRG			
	17 Recommend Director education and training opportunities	3	As necessary when topics arise					
	18 Review CEO's performance	3					HRG	
	19 Changes to CEO compensation and employment terms	3	As necessary when changes arise					
	20 Review Company's key performance indicators	3						
Public	21 Recommendation to the Board on Company's strategic plan	3			HRG			
	22 Review Company's corporate communications strategy, including crisis comms	3		HRG				
	23 Review Company's governmental relations efforts	3					HRG	
Human Resources	24 Review CEO's direct reports' performance and compensation	4					HRG	
	25 Review Succession Planning report	4					HRG	
	26 Review Company's benefits strategies (health and welfare and retirement plan activities)	4		HRG				
	27 Review design of Company's employment agreements	2	As necessary when topics arise					
	28 Review overall employee compensation programs	2	As necessary when topics arise					
	29 Review 401(k) Savings Plan audit report	4				HRG		
	30 Review Company's Human Resources Operations Report	1	HRG	HRG	HRG			
"HRG" designates items addressed in meetings of the Human Resources and Governance Committee								