

## **Item 10: Future Agenda Items**

*Mara Spak* Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public December 18, 2023

## ERCOT

## Human Resources and Governance Committee

Annual Meeting Planner and Future Agenda Items

	Charter	Committee Meeting Date - 2023						Committee Meeting Date - 2024					
Task Description	Page #	2-27	4-17	6-19	8-30	10-16	12-18	2-26	4-22	6-17	8-19	10-09	12-02
Designate a Committee secretary	2	HRG											
	2	As necessary when topics arise											
Committee educational topics Review and assess adequacy of Committee charter	5	HRG					,						
Undertake annual self-evaluation	5					HRG	HRG						
Review Company's Certificate of Formation and bylaws	3						HRG						
Review Board's policies and procedures	3						HRG						
Review frequency of meetings	3					HRG	HRG						
Oversee assessment of the Board	3	Periodically, as necessary											
Oversee assessment of Board members	3	Periodically, as necessary											
Review charters of Board committees	3	HRG											
Review membership of Board committees	3	HRG			HRG								
Oversee Q4 annual self-evaluations of committees of the Board	3	HRG	HRG										
Oversee assessment of Board committee structure	3				HRG								
Oversee review of Board member compensation and expense reimbursement	3			HRG									
Regular review of conflicts of interest disclosed by Company staff & Directors	3			HRG									
Review Company's ethics agreement forms for Company staff and Directors	3	HRG											
Recommend Director education and training opportunities	3	As necessary when topics arise											
Review CEO's performance	3					HRG							
Changes to CEO compensation and employment terms, as needed	3						HRG						
Recommendation to the Board on Company's strategic plan	3			HRG									
Review Company's corporate communications strategic plan	3		HRG										
Review Company's governmental relations efforts	3					HRG							
, Review CEO's direct reports' performance and compensation	4					HRG	HRG						
Review long-term development and succession planning report for CEO, CEO direct						LIDC							
reports, and key employees	4					HRG							
Review Company's benefits strategies (health and welfare and retirement plan													
activities)	4		HRG										
Review 401(k) Savings Plan audit report	4	HRG Req. expected to be removed from Charter in 2024											
Review Company's Human Resources Operations Report	1	HRG	HRG	HRG			HRG						

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