



MEMORANDUM

To: ERCOT Human Resources and Governance (HR&G) Committee
From: Jonathan Levine, ERCOT Assistant General Counsel and Assistant Corporate Secretary
Date: December 11, 2023
Re: Item 5 – Annual Committee Self-Evaluation Survey Results

At the October 16, 2023 HR&G Committee meeting, Committee members were encouraged to complete an electronic Annual Committee Self-Evaluation Survey to be administered following the meeting.

Attached are the Annual Committee Self-Evaluation Survey results for the Committee's consideration.



Human Resources and Governance 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		Avg. Rating (max = 5)	Comments
1	Are the responsibilities of the Committee well defined?	4.83	
2	Is the Committee effective in fulfilling its general responsibilities?	4.83	



Question		Avg. Rating (max = 5)	Comments
3	Is the Committee fulfilling the specific duties set forth in its charter?	4.83	
4	Do Committee members receive adequate background information prior to meetings?	4.5	The Human Resources materials could be presented more effectively.
5	Are meetings conducted in a manner and on a schedule that ensures open communication and meaningful participation?	5	
6	Are Committee agendas set and prioritized to assist the Committee to function effectively?	4.67	

Question		Avg. Rating (max = 5)	Comments
7	Is meeting time appropriately allocated between management presentation and Committee discussion, to allow adequate opportunity for deliberation?	4.67	
8	Does the Committee reach timely resolution of issues?	4.67	
9	Are Committee meetings efficient and productive?	4.67	agenda with full board needs to be rationalized to avoid duplication
10	Is the length of Committee meetings appropriate?	4.67	



Question		Avg. Rating (max = 5)	Comments
11	Does the Committee hold an adequate number of meetings during the year?	4.17	As part of the evaluation of whether to move to five Board of Director meetings a year, the Committee will need to evaluate whether the Committee Calendar can be adjusted to ensure the Committee's responsibilities can be appropriately covered in five meetings.
12	Does the Committee have the appropriate number of members?	5	
13	Is the Committee's leadership effective?	5	
14	Please add additional comments, questions and suggestions here.		I believe the Committee Members, its Chair, and Management support thereto are effective in helping the organization meet its objectives.