



Item 10: Future Agenda Items

Mara Spak

Vice President, Human Resources

Human Resources and Governance Committee
Meeting

ERCOT Public

February 26, 2024

2024 Future Agenda Items

Task Description	Charter Page #	Committee Meeting Date					
		2-26	4-22	6-17	8-19	10-09	12-02
1 Admin Designate a Committee secretary	2						
2 Admin Committee educational topics	2						
3 Admin Review and assess adequacy of Committee charter	5	HRG					
4 Admin Undertake annual self-evaluation	5						
5 Governance Review Company's Certificate of Formation and bylaws	3						
6 Governance Review Board's policies and procedures	3						
7 Governance Review frequency of meetings	3						
8 Governance Oversee assessment of the Board	3						
9 Governance Oversee assessment of Board members	3						
10 Governance Review charters of Board committees	3	HRG					
11 Governance Review membership of Board committees	3	HRG					
12 Governance Oversee Q4 annual self-evaluations of committees of the Board	3						
13 Governance Oversee assessment of Board committee structure	3						
14 Governance Oversee review of Board member compensation and expense reimbursement	3						
15 Governance Regular review of conflicts of interest disclosed by Company staff & Directors	3						
16 Governance Review Company's ethics agreement forms for Company staff and Directors	3	HRG					
17 Governance Recommend Director education and training opportunities	3						
18 Governance Review CEO's performance	3						
19 Governance Changes to CEO compensation and employment terms, as needed	3						
20 Public Recommendation to the Board on Company's strategic plan	3						
21 Public Review Company's corporate communications strategy, including crisis comms	3						
22 Public Review Company's governmental relations efforts	3						
23 Human Resources Review CEO's direct reports' performance and compensation	4						
24 Human Resources Review long-term development and succession planning report for CEO, CEO direct reports, and key employees	4						
25 Human Resources Review Company's benefits strategies (health and welfare and retirement plan activities)	4						
26 Human Resources Review Company's Human Resources Operations Report	1						

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

