

Item 8: Future Agenda Items

Mara Spak

Vice President, Human Resources

Human Resources and Governance
Committee Meeting

ERCOT Public

April 7, 2025



2025 Future Agenda Items

	Task Description	Charter Page #	2025 Committee Meeting Date					
			2-03	4-07	6-23	9-22	12-03	
Admin	1 Designate a Committee secretary	2	As necessary					
	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						
Governance	5 Review ERCOT <i>Certificate of Formation and Bylaws</i>	3						
	6 Review and reaffirm ERCOT <i>Board Policies and Procedures</i>	3		HRG				
	7 Review frequency of meetings	3						
	8 Oversee assessment of the Board	3						
	9 Oversee assessment of Board members	3						
	10 Review charters of Board committees	3	HRG					
	11 Review membership of Board committees	3						
	12 Oversee Q4 annual self-evaluations of committees of the Board	3						
	13 Oversee assessment of Board committee structure	3						
	14 Oversee review of Board member compensation and expense reimbursement	3		HRG				
	15 Review Company's ethics agreement forms for Company staff and Directors	3	HRG					
	16 Regular review of conflicts of interest disclosed by Company staff & Directors	3						
	17 Recommend Director education and training opportunities	3						
	18 Review CEO's performance	3						
	19 Changes to CEO compensation and employment terms, as needed	3						
	Public	20 Review of/recommendation to the Board on Company's strategic plan	3					
		21 Review Company's corporate communications strategy, including crisis comms	3		HRG			
		22 Review Company's governmental relations efforts	3					
	Human Resources	23 Review CEO's direct reports' performance and compensation	4					
24 Review long-term development and succession planning report for CEO, CEO direct reports, and key employees		4						
25 Review Company's benefits strategies (health and welfare and retirement plan activities)		4		HRG				
26 Review Company's Human Resources Operations Report		1		HRG				

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

