

To: Human Resources and Governance (HR&G) Committee

From: Peggy Heeg, HR&G Committee Chair

Date: September 15, 2025

Re: Discussion Item 4 – Notice of Annual Committee Self-Evaluation Questionnaire

The charter of the HR&G Committee provides that the Committee shall annually conduct a self-evaluation. Attached is the 2025 Annual Committee Self-Evaluation Questionnaire.

The HR&G Committee reviewed the questionnaire during the meeting on June 23, 2025. No changes were discussed in addition to the ones proposed for 2025 in the memo associated with that discussion:

1. The star rating has been changed to a numerical rating scale.
2. The comment section is expanded to allow for more text and the ability to view a full comment entry at once.
3. Survey results will remain anonymous; the question asking for respondents' names has been removed.
4. Language has been included to explain that a summary of all responses will be posted publicly in a "key takeaways" format. Additionally, several executives with insight into each Committee will also be sent the survey to incorporate management viewpoints.

Following any final feedback regarding the questionnaire during the HR&G Committee meeting on September 22, 2025, ERCOT Legal staff will electronically administer the questionnaire to Committee members and request submission of all responses by Friday, October 31, 2025. The HR&G Committee plans to review results during the meeting scheduled for December 8, 2025.



[DRAFT] _____ Committee Annual Self-Evaluation (2025)

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. Drag the lower-right corner of the comment box to display your full comments. Your individual responses will be reported anonymously back to the Committee only in a composite. A summary of the key takeaways for all responses will be published on the ERCOT website with the public materials for the [\[enter name of this specific Committee here\]](#) Committee meeting scheduled for December 8, 2025.

1. Are the responsibilities of the Committee well defined?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

2. Is the Committee effective in fulfilling its general responsibilities?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

3. Is the Committee fulfilling the specific duties set forth in its charter?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

4. Do Committee members receive adequate background information prior to meetings?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

5. Are meetings conducted in a manner and on a schedule that ensures open communication and meaningful participation?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

6. Are Committee agendas set and prioritized to assist the Committee to function effectively?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

7. Is meeting time appropriately allocated between management presentation and Committee discussion, to allow adequate opportunity for deliberation?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

8. Does the Committee reach timely resolution of issues?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

9. Are Committee meetings efficient and productive?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

10. Is the length of Committee meetings appropriate?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

11. Does the Committee hold an adequate number of meetings during the year?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

12. Does the Committee have the appropriate number of members?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

13. Is the Committee’s leadership effective?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

14. Please add additional comments, questions, and suggestions here: