

To: Finance and Audit (F&A) Committee

From: Bill Flores, F&A Committee Chair

Date: September 15, 2025

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

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

The Human Resources and Governance (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 by the HR&G Committee Chair:

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 feedback regarding the questionnaire during the F&A 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 F&A 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)
☐	☐	☐	☐	☐

Comments:

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

1 (room for improvement)	2	3	4	5 (area of considerable strength)
☐	☐	☐	☐	☐

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)
☐	☐	☐	☐	☐

Comments:

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

1 (room for improvement)	2	3	4	5 (area of considerable strength)
☐	☐	☐	☐	☐

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)
☐	☐	☐	☐	☐

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)
☐	☐	☐	☐	☐

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)
☐	☐	☐	☐	☐

Comments:

8. Does the Committee reach timely resolution of issues?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
☐	☐	☐	☐	☐

Comments:

9. Are Committee meetings efficient and productive?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
☐	☐	☐	☐	☐

Comments:

10. Is the length of Committee meetings appropriate?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
☐	☐	☐	☐	☐

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)
☐	☐	☐	☐	☐

Comments:

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

1 (room for improvement)	2	3	4	5 (area of considerable strength)
☐	☐	☐	☐	☐

Comments:

13. Is the Committee’s leadership effective?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
☐	☐	☐	☐	☐

Comments:

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