



PUBLIC

## Item 7: Future Agenda Items

*Mara Spak*

Vice President, Human Resources

Human Resources and Governance  
Committee Meeting

September 22, 2025

- **Purpose**

Preview upcoming topics for the Committee

- **Questions for the Board**

What Director education and training opportunities should the Committee recommend for future Board or Committee agendas?

### Key Takeaways

- Committee self-evaluation survey results will be reviewed at the December meeting
- Board, member, and committee-structure assessments are now tracked in a single row for efficiency

# 2025-2026 Future Agenda Items

Task Description		Charter Page #	2025 Committee Meeting Date					2026 Committee Meeting Date				
			2-03	4-07	6-23	9-22	12-03	2-09	4-20	6-01	9-14	12-07
1	Admin	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			HRG	HRG					
5	Governance	Review ERCOT <i>Certificate of Formation</i> and Bylaws	3			HRG						
6		Review and reaffirm ERCOT Board Policies and Procedures	3		HRG							
7		Review frequency of meetings	3									
8		Oversee assessment of the Board, Board members, and Board committee structure	3			HRG	HRG					
9		Review charters of Board committees	3	HRG								
10		Review membership of Board committees	3									
11		Oversee Q4 annual self-evaluations of committees of the Board	3			HRG	HRG					
12		Oversee review of Board member compensation and expense reimbursement	3		HRG							
13		Review Company's ethics agreement forms for Company staff and Directors	3	HRG								
14		Regular review of conflicts of interest disclosed by Company staff & Directors	3				HRG					
15		Recommend Director education and training opportunities	3									
16	Public	Review CEO's performance	3	HRG								
17		Changes to CEO compensation and employment terms, as needed	3				HRG					
18		Review of/recommendation to the Board on Company's strategic plan	3			HRG	HRG					
19		Review Company's corporate communications strategy, including crisis comms	3		HRG							
20	Human Resources	Review Company's governmental relations efforts	3				HRG					
21		Review CEO's direct reports' performance and compensation	4				HRG					
22		Review long-term development and succession planning report for CEO, CEO direct reports, and key employees	4				HRG					
23		Review Company's benefits strategies (health and welfare and retirement plan activities)	4		HRG							
24		Review Company's Human Resources Operations Report	1		HRG							

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

