



Human Resources and Governance (HR&G) Committee Meeting
Boardroom A, 8000 Metropolis Drive (Building E), Suite 100, Austin, TX
December 8, 2025, 9:00 a.m. to 11:45 a.m.*

Item	Topic	Topic Type	Presenter
	Convene General Session	--	--
1.	Call General Session to Order	--	Chair
2.	Notice of Public Comment, if Any	Discussion	Chair
3.	September 22, 2025 General Session Meeting Minutes	Vote	Chair
4.	Recommendation regarding ERCOT Vision, Mission, and Core Values	Vote	Pablo Vegas
5.	Review of ERCOT Governing Documents	Discussion	Chair / Chad V. Seely
6.	Review of Periodicity of Board Meetings	Discussion	Chair / Chad V. Seely
7.	Recommendation regarding 2027 ERCOT Board Meetings Schedule and 2027 Annual Meeting of Members	Vote	Chair / Chad V. Seely
8.	Annual Review of Board Committee Membership	Discussion	Chair
9.	Results of Annual Committee Self-Evaluation Surveys	Discussion	Chair
10.	Annual Communications Overview	Discussion	Gilbert Hughes / Mark Miner
11.	Human Resources Operations Report	Discussion	Mara Spak
12.	Future Agenda Items	Discussion	Mara Spak
13.	Other Business	Discussion	Chair
	Break	--	--
	Convene Executive Session	--	--
	September 22, 2025 Executive Session Meeting Minutes	Vote	Chair
	Risk Management and Other Matters Authorized for Consideration in a Closed Meeting pursuant to Government Code Chapter 551	Discussion	Staff
	Committee-only Discussion of Risk Management and Other Matters Authorized for Consideration in a Closed Meeting pursuant to Government Code Chapter 551	Discussion	Chair
	Reconvene General Session	--	--
14.	Vote on Matters from Executive Session	Vote	Chair

15.	Adjournment	--	Chair
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*The conclusion time shown on the Agenda is approximate.
The meeting may conclude earlier or later than the noted time.
Matters may also be taken out of Agenda order.

Any person who wants to comment at the meeting on one or more of the matters under discussion at public portions of the meeting can do so by completing a form provided at the meeting with the following information:

- a. Name
- b. Company or organization, if applicable
- c. Preferred email address
- d. The agenda item(s) for which comments will be made
- e. The general substance of the comments to be made

Please arrive at least 10 minutes prior to the start of the meeting to allow time to complete the form.

The live webcast of the General Session of the meeting may be viewed on the ERCOT website: https://www.ercot.com/committees/board/hr_governance.

If you experience technical problems associated with the webcasting service, please contact webcast service provider Swagit Productions directly by phone at (214) 432-5905 (main office) or (800) 573-3160 (toll free).