



Human Resources and Governance (HR&G) Committee Meeting
 Boardroom A, 8000 Metropolis Drive (Building E), Suite 100, Austin, TX
 April 20, 2026, 9:30 a.m. to 11:00 a.m.*

Item	Topic	Topic Type	Presenter
	Convene General Session	--	--
	Meeting Administration	--	Chair
1.	Call General Session to Order	--	--
2.	Notice of Public Comment, if Any	Discussion	--
3.	February 9, 2026 General Session Meeting Minutes	Vote	--
4.	Human Resources Operations Report	Discussion	Dawn Herms
5.	Annual Status Report	--	Staff
5.1	Annual Status Report from Retirement Plan Committee	Discussion	Dawn Herms
5.2	Annual Status Report on Health and Welfare Activities	Discussion	Dawn Herms
6.	Objectives and Key Results (OKRs) – 2025 Final Results and New 2026 OKRs	Discussion	Pablo Vegas
7.	Annual Review of the Company's Governing Documents	--	Staff
7.1	Annual Review of ERCOT Certificate of Formation and Bylaws	Discussion	Brandon Gleason
7.2	Recommendation regarding Annual Reaffirmation of the ERCOT Board Policies and Procedures	Vote	Chair / Chad V. Seely
8.	Future Agenda Items	Discussion	Chad V. Seely
9.	Other Business	Discussion	Chair
	Break	--	--
	Convene Executive Session	--	--
	February 9, 2026 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	--	--
10.	Vote on Matters from Executive Session	Vote	Chair
11.	Adjournment	--	Chair



*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).