

To: Human Resources and Governance Committee

From: Peggy Heeg, Human Resources and Governance (HR&G) Committee Chair

Date: May 22, 2026

Re: Discussion Item 4 – Review of Draft Committee Self-Evaluation Surveys

The HR&G Committee Charter provides that the Committee will oversee the annual self-assessments of committees of the Board of Directors (Board Committees). Attached is a draft proposed 2026 Annual Committee Self-Evaluation Survey. The draft uses the same format as the 2025 survey, and I do not currently propose any changes.

Following HR&G Committee review and any feedback during the June 1, 2026 meeting, it is expected that all of the Board Committees will review the survey form at their September 2026 meetings. After incorporating any feedback, Committee self-evaluations will be conducted in October to November 2026 with results presented at the December 2026 Committee meetings.

I look forward to discussing the draft self-evaluation survey with the HR&G Committee at the June 1, 2026 meeting.



[Draft] (Insert Name of Committee) Committee Annual Self-Evaluations (2026)

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 [\[enter name of this Committee here\]](#) Committee meeting scheduled for December 7, 2026.

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: