



## Item 8: Future Agenda Items

*Mara Spak*

Vice President, Human Resources

Human Resources and Governance Committee  
Meeting

ERCOT Public

June 17, 2024

# 2024 Future Agenda Items

Task Description	Charter Page #	Committee Meeting Date					
		2-26	4-22	6-17	8-19	10-09	12-02
1 <b>Admin</b> Designate a Committee secretary	2						
2 Committee educational topics	2						
3 Review and assess adequacy of Committee charter	5	HRG					
4 Undertake annual self-evaluation	5						
5 Review Company's Certificate of Formation and bylaws	3						
6 Review Board's policies and procedures	3	HRG		HRG			
7 Review frequency of meetings	3						
8 Oversee assessment of the Board	3						
9 Oversee assessment of Board members	3						
10 <b>Governance</b> Review charters of Board committees	3	HRG					
11 Review membership of Board committees	3	HRG					
12 Oversee Q4 annual self-evaluations of committees of the Board	3						
13 Oversee assessment of Board committee structure	3						
14 Oversee review of Board member compensation and expense reimbursement	3			HRG			
15 Regular review of conflicts of interest disclosed by Company staff & Directors	3			HRG			
16 Review Company's ethics agreement forms for Company staff and Directors	3	HRG					
17 Recommend Director education and training opportunities	3						
18 Review CEO's performance	3						
19 Changes to CEO compensation and employment terms, as needed	3						
20 <b>Public</b> Review of/recommendation to the Board on Company's strategic plan	3						
21 Review Company's corporate communications strategy, including crisis comms	3		HRG				
22 Review Company's governmental relations efforts	3						
23 <b>Human Resources</b> Review CEO's direct reports' performance and compensation	4						
24 Review long-term development and succession planning report for CEO, CEO direct reports, and key employees	4						
25 Review Company's benefits strategies (health and welfare and retirement plan activities)	4		HRG				
26 Review Company's Human Resources Operations Report	1			HRG			

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

