

**The Human Resources and Governance (HR&G) Committee is expected to consider HR&G Committee Agenda Item 6:**

***Recommendation regarding Ratification of Officer***

**at its meeting on June 17, 2024.**

**The Board of Directors is expected to hear the HR&G Committee's recommendation on this matter as part of the HR&G Committee Report at the Board meeting on June 18, 2024.**

**Attached are the Board materials in relation to these agenda items.**



**Date:** June 11, 2024 – **REVISED June 14, 2024**  
**To:** Board of Directors  
**From:** Peggy Heeg, Human Resources and Governance (HR&G) Committee Chair  
**Subject:** Ratification of Officer

**Issue for the ERCOT Board of Directors**

**ERCOT Board of Directors Meeting Date:** June 18, 2024

**Item No.:** 11.2

**Issue:**

Ratification of Officer of Electric Reliability Council of Texas, Inc. (ERCOT), effective June 17, 2024.

**Background/History:**

Sections 8.2 and 4.10 of the *Amended and Restated Bylaws of Electric Reliability Council of Texas, Inc.* (Bylaws), require that the ERCOT Board of Directors (Board) ratify ERCOT Officers for terms not to exceed one year. Section 8.2 further provides that Officers may be re-elected or re-ratified for consecutive terms without limitation and that all Officers shall hold office until their successors are chosen and qualified or until their earlier resignation or removal.

At its meeting on June 17, 2024, the HR&G Committee will consider the ratification of the following Officer, effective June 17, 2024, for a term while employed not to exceed one year as recommended by Pablo Vegas, ERCOT President and Chief Executive Officer (CEO):

- Keith Collins – Vice President of Commercial Operations.

**Key Factors Influencing Issue:**

- The Bylaws require the ratification of Officers at least annually.
- ERCOT must have Officers to perform its statutory and corporate functions.
- It is preferable to ratify Officers as the CEO promotes or hires executives for certain leadership roles.

**Conclusion/Recommendation:**

Pablo Vegas, ERCOT President and CEO, has recommended, and the HR&G Committee is expected to recommend, that the Board ratify the following new ERCOT Officer, effective June 17, 2024, for a term while employed not to exceed one year:

- Keith Collins, Vice President of Commercial Operations.



**ELECTRIC RELIABILITY COUNCIL OF TEXAS, INC.**  
**BOARD OF DIRECTORS RESOLUTION**

WHEREAS, pursuant to Sections 8.2 and 4.10 of the *Amended and Restated Bylaws of Electric Reliability Council of Texas, Inc.*, the Board of Directors (Board) of Electric Reliability Council of Texas, Inc. (ERCOT) shall ratify ERCOT Officers for a term while employed not to exceed one year; and

WHEREAS, the Board deems it desirable and in the best interest of ERCOT to ratify a new ERCOT Officer as recommended by Pablo Vegas, ERCOT President and Chief Executive Officer (CEO), and the Human Resources and Governance (HR&G) Committee, effective June 17, 2024, for a term while employed not to exceed one year;

THEREFORE, BE IT RESOLVED, the Board hereby ratifies the following as an ERCOT Officer, effective June 17, 2024, for a term while employed not to exceed one year, as recommended by Mr. Vegas and the HR&G Committee:

- Vice President of Commercial Operations – Keith Collins.

**CORPORATE SECRETARY'S CERTIFICATE**

I, Jonathan M. Levine, Assistant Corporate Secretary of ERCOT, do hereby certify that, at its June 18, 2024 meeting, the Board passed a motion approving the above Resolution by \_\_\_\_\_.

IN WITNESS WHEREOF, I have hereunto set my hand this \_\_\_\_ day of June, 2024.

\_\_\_\_\_  
Jonathan M. Levine  
Assistant Corporate Secretary