



MEMORANDUM

To: Human Resources and Governance Committee
From: Peggy Heeg, Human Resources and Governance (HR&G) Committee Chair
Date: October 2, 2024
Re: Item 4 - Notice of Annual Committee Self-Evaluation Questionnaire

The charter of the HR&G Committee provides that the Committee shall annually conduct a self-evaluation. Attached is the 2024 Annual Committee Self-Evaluation Questionnaire. The questionnaire derives from self-evaluation survey models from the National Association of Corporate Directors, along with past HR&G Committee and Finance and Audit (F&A) Committee self-evaluation questionnaires.

The HR&G Committee reviewed the questionnaire during the August 19, 2024, HR&G Committee meeting and recommended no changes for 2024.

Following any feedback regarding the questionnaire during the HR&G Committee meeting on October 9, 2024, ERCOT Legal staff will electronically administer the questionnaire to Committee members and request submission of all responses by November 1, 2024. The HR&G Committee plans to review results during the HR&G Committee meeting scheduled for December 2, 2024.



Human Resources and Governance Committee Annual Self-Evaluation Questionnaire (2024)

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. Your individual responses will be kept confidential and will be reported back to the Committee only in a composite that provides anonymity.

Question		1	2	3	4	5
1	Are the responsibilities of the Committee well defined? Comments:					
2	Is the Committee effective in fulfilling its general responsibilities? Comments:					
3	Is the Committee fulfilling the specific duties set forth in its charter? Comments:					



Question		1	2	3	4	5
4	Do Committee members receive adequate background information prior to meetings? Comments:					
5	Are meetings conducted in a manner and on a schedule that ensures open communication and meaningful participation? Comments:					
7	Are Committee agendas set and prioritized to assist the Committee to function effectively? Comments:					
8	Is meeting time appropriately allocated between management presentation and Committee discussion, to allow adequate opportunity for deliberation? Comments:					



Question		1	2	3	4	5
9	Does the Committee reach timely resolution of issues? Comments:					
10	Are Committee meetings efficient and productive? Comments:					
11	Is the length of Committee meetings appropriate? Comments:					
12	Does the Committee hold an adequate number of meetings during the year? Comments:					



Question		1	2	3	4	5
13	Does the Committee have the appropriate number of members? Comments:					
14	Is the Committee's leadership effective? Comments:					
15	Please add additional comments, questions and suggestions here.					