



## Human Resources and Compensation Committee

Meeting Agenda  
Salt Lake City, Utah

[Link](#), Password: WECC  
Dial-in Number: 1-415-655-0003  
Attendee Access Code: 2870 413 3036  
Register [here](#) to see the meeting link.

### June 10, 2025

1:30 to 2:00 p.m. Mountain Time

**1. Welcome, Call to Order—Felicia Marcus**

**2. Review WECC Antitrust Policy—Trisha Brimhall**

The WECC Antitrust Policy can be found on [wecc.org](http://wecc.org).

Please contact WECC legal counsel if you have any questions.

**3. Approve Agenda**

**4. Review and Approve Previous Meeting Minutes**

*Approval Item: Minutes of the meeting on December 10, 2024*

**5. Review Previous Action Items—Trisha Brimhall**

**6. HR Mid-Year Review and Update—Trisha Brimhall**

**7. Public Comment**

**8. Review New Action Items**

**9. Review Upcoming Meetings**

December 9, 2025.....Salt Lake City, Utah

June 9, 2026.....Salt Lake City, Utah

December 8, 2026.....Salt Lake City, Utah

**10. Adjourn**

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## Human Resources and Compensation Committee

### DRAFT Meeting Minutes

December 10, 2024

Salt Lake City, Utah

#### 1. Welcome, Call to Order

Felicia Marcus, Human Resources and Compensation Committee (HRCC) Chair, called the meeting to order at 11:45 a.m. MT on December 10, 2024. A quorum was present to conduct business. Trisha Brimhall, Director, Human Resources, served as secretary.

#### 2. Review WECC Antitrust Policy

Ms. Brimhall read aloud the WECC Antitrust Policy statement. The meeting agenda included a link to the posted policy.

#### 3. Approve Agenda

Ms. Marcus introduced the proposed meeting agenda.

**On a motion by Richard Woodward, the HRCC approved the agenda.**

#### 4. Review and Approve Previous Meeting Minutes

Ms. Marcus introduced the minutes from the meeting on June 11, 2024.

**On a motion by Sarah Mugel, the HRCC approved the minutes from June 11, 2024.**

#### 5. Review Previous Action Items

There were no previous action items to report.

#### 6. Review HRCC Charter

Ms. Marcus and Ms. Brimhall lead a brief discussion on changes to the HRCC Charter. It was noted that the changes were made to create consistency between Committee Charters.

**On a motion by Sarah Mugel, the HRCC approved the recommendation of the HRCC Charter for Board Approval.**

#### 7. Appointment of WECC Officers

Ms. Marcus stated that it is past practice to reaffirm officers annually.

**On a motion by Sarah Mugel, the HRCC approved the following motion:**



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## HRCC Meeting Minutes—December 10, 2024

*Resolved*, that the Human Resources and Compensation Committee (HRCC), based upon the recommendation of the CEO at its meeting on December 10, 2024, recommends that the WECC Board of Directors (Board) appoint the following officers of the corporation, as presented and indicated as follows:

- Melanie Frye, President and Chief Executive Officer
- Jillian Lessner, Vice President, Chief Financial & Administrative Officer
- Branden Sudduth, Vice President, Reliability Planning & Performance Analysis
- Jeff Droubay, Vice President, General Counsel and Corporate Secretary
- Kris Raper, Vice President, Strategic Engagement and External Affairs
- Steve Noess, Vice President, Reliability & Security Oversight

### 8. 2025 Corporate Scorecard

Melanie Frye, President and CEO, and Jeff Droubay, Vice President, General Counsel and Corporate Secretary, presented briefly on the draft 2025 Corporate Scorecard.

**On a motion by Sarah Mugel, the HRCC approved the recommendation of the 2025 Corporate Scorecard for Board approval.**

### 9. Year-End HR Report

Ms. Brimhall provided a year-end update on WECC turnover trends, recruiting and retention initiatives, and workforce demographics.

### 10. Public Comment

No comments were made.

### 11. Review New Action Items

There were no new action items created during the meeting.

### 12. Upcoming Meetings

June 10, 2025, ..... Salt Lake City, Utah  
 December 9, 2025, ..... Salt Lake City, Utah

### 13. Adjourn

Ms. Marcus adjourned the meeting without objection at 12:15 p.m.



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HRCC Meeting Minutes—December 10, 2024

Exhibit A: Attendance List

Members in Attendance

Felicia Marcus .....	Chair
Sarah Mugel.....	Member
Richard Woodward .....	Member



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# Human Resources Update

## HRCC

**Trisha Brimhall**

*Director, Human Resources, People, & Culture*

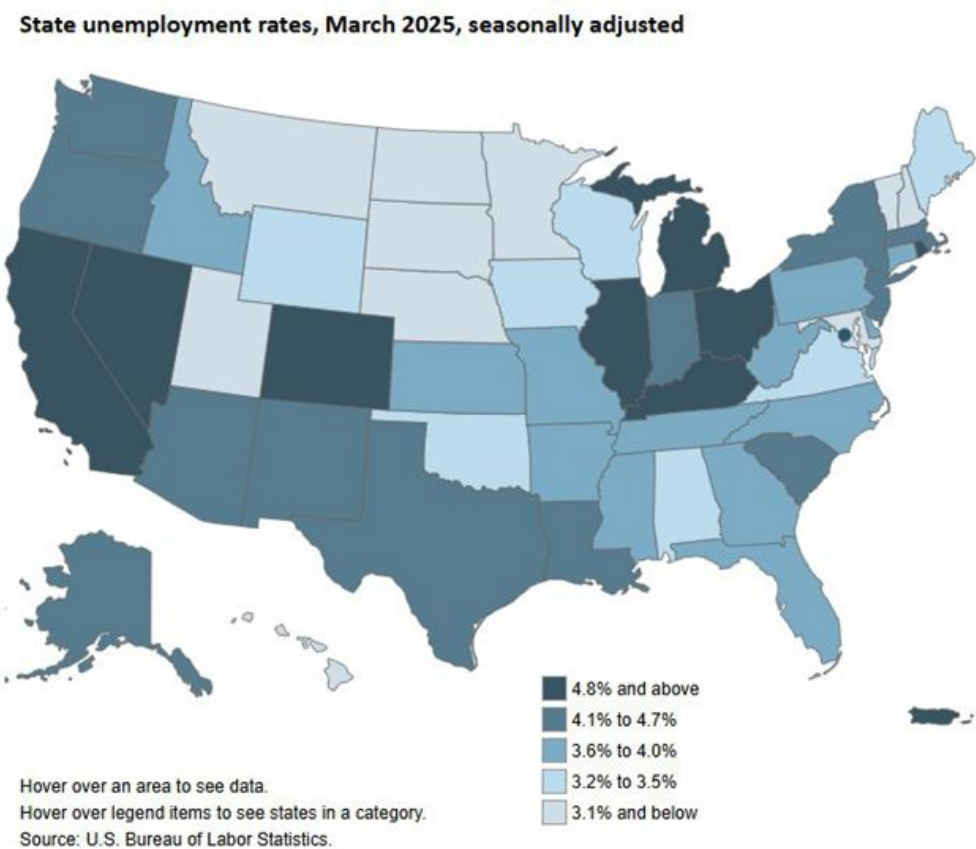
**Electric Reliability  
& Security for the West**

June 10, 2025

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# U.S. Labor Market Trends



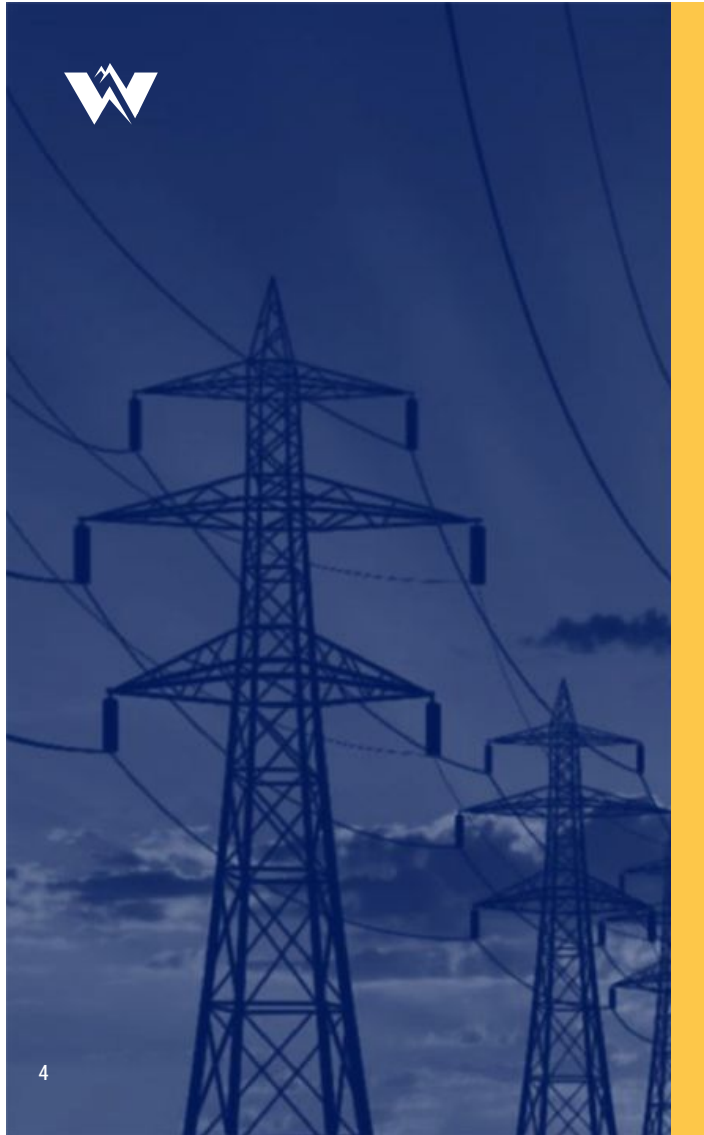
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## Retention and Staffing

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- Turnover:
  - 2025 Year-to-Date Voluntary Turnover Rates, as of May 15, 2025: 2.3%
  - 2024 Voluntary Turnover Rate: 8%
- Year-over-year Hires:
  - June 2022—May 2023: 37
  - June 2023—May 2024: 40
  - June 2024—May 2025: 34
    - 28 External
    - 6 Internal
  - Open positions as of May 15, 2025: 9



# Workforce Demographics

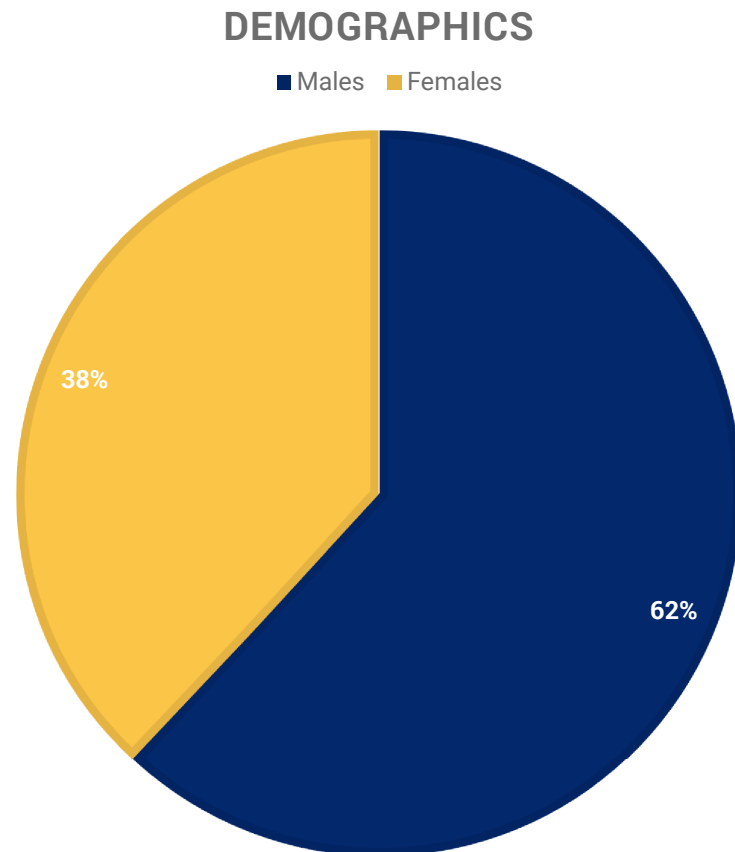


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## Workforce Metrics

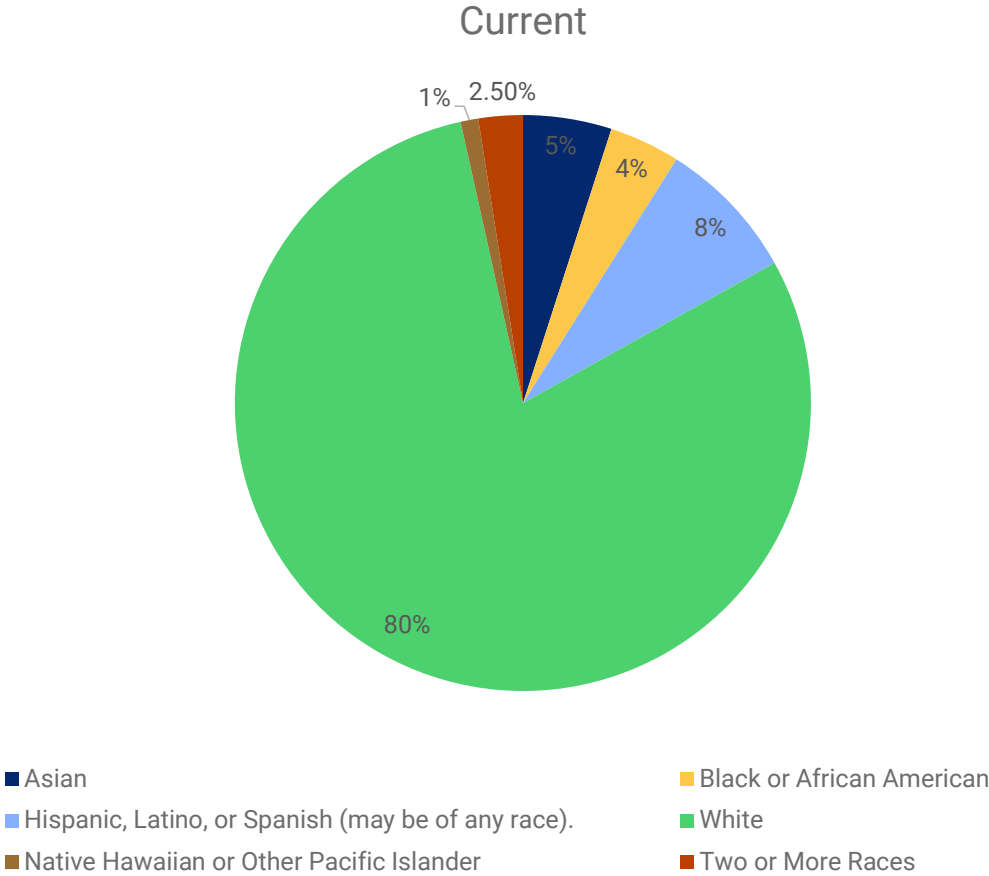
- Total Headcount: 168
  - Males: 104
  - Females: 64
  - Veterans: 14



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# 2025 National Origin Mix

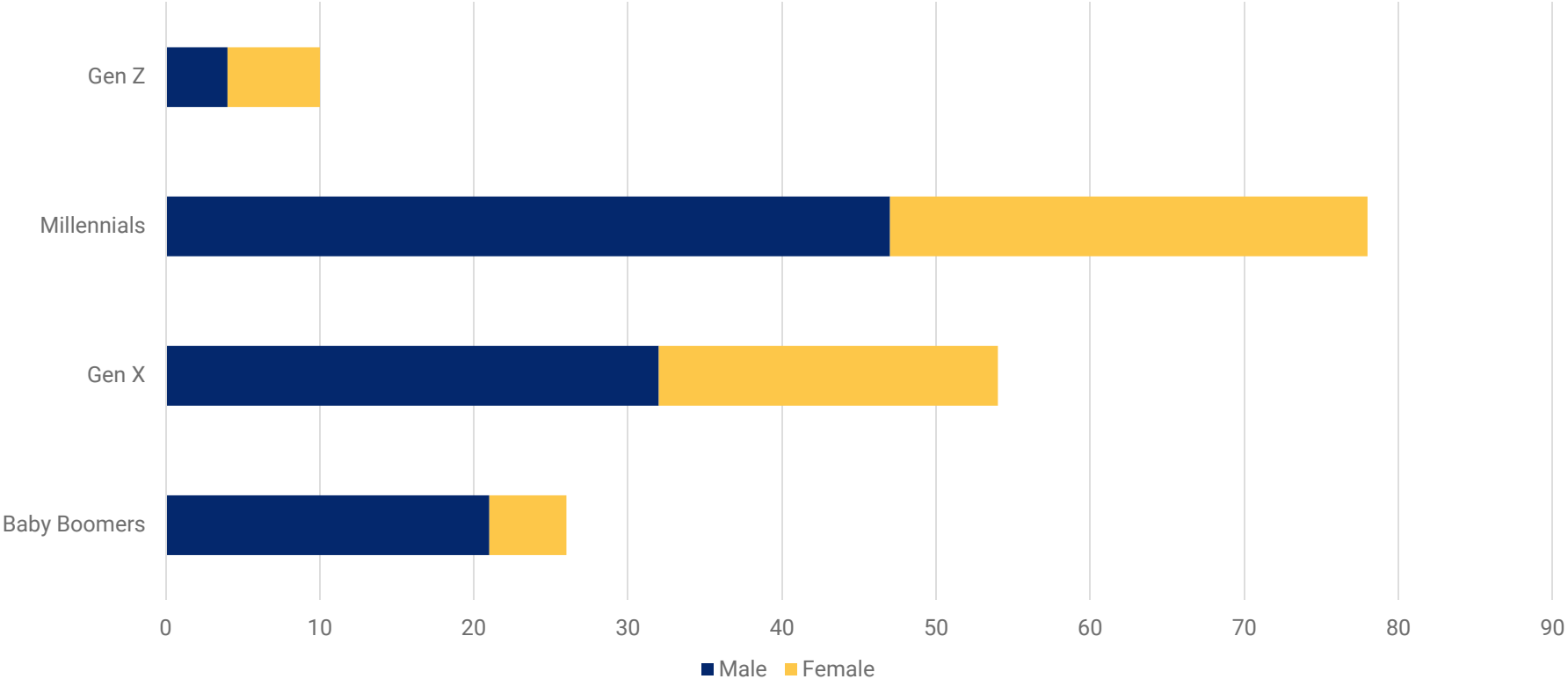


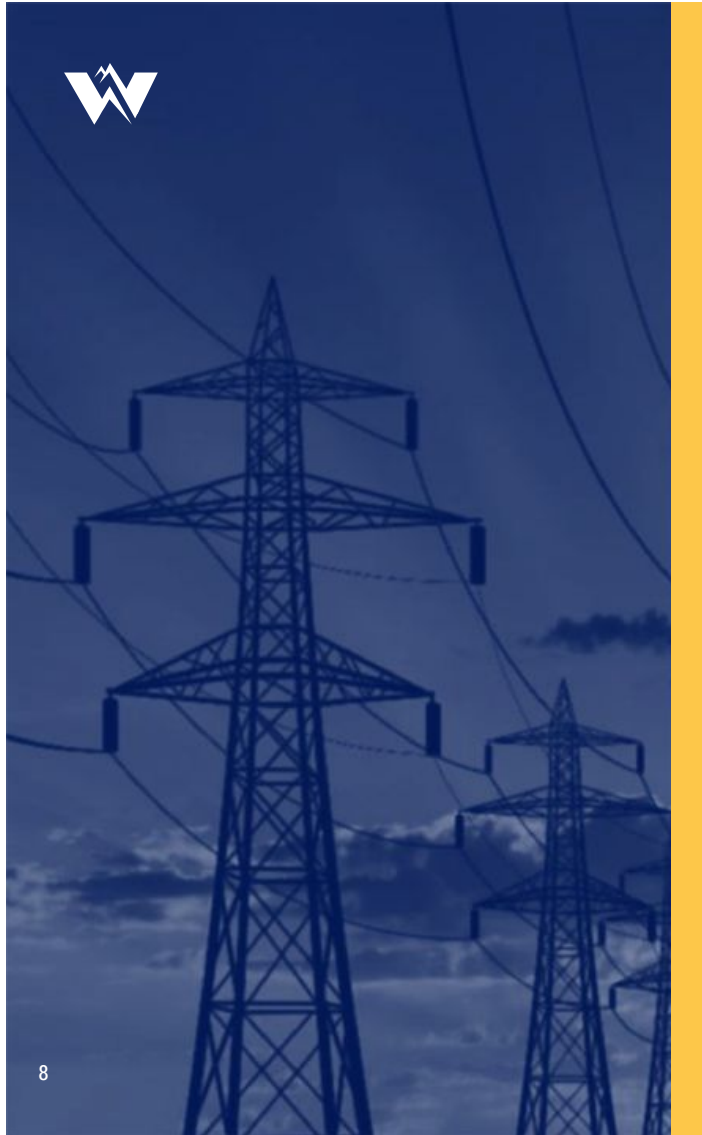
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# Current Employee Age Distribution

Generational Makeup at WECC





# Engagement & Retention Strategy

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## Dispersed Workforce Engagement Strategy

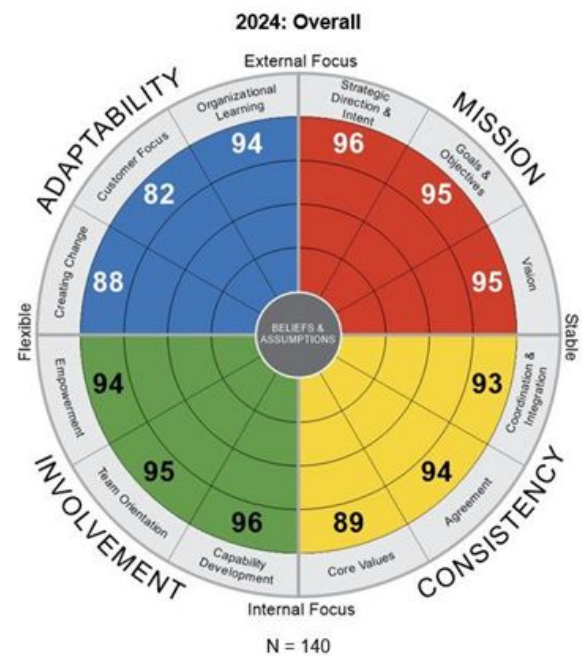
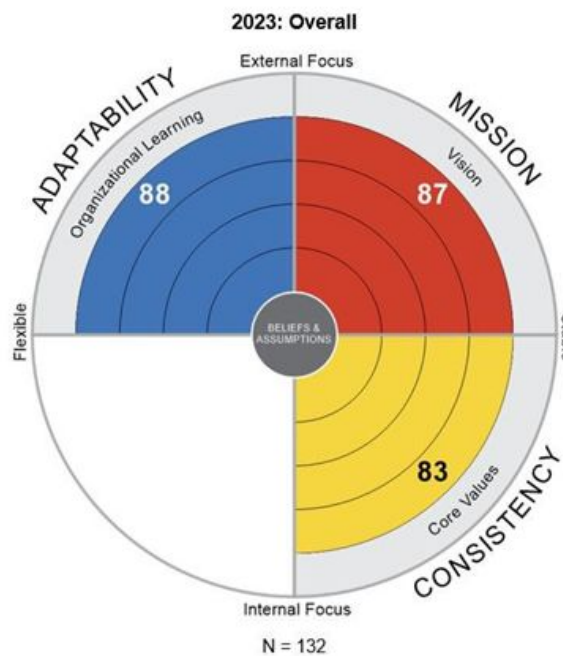
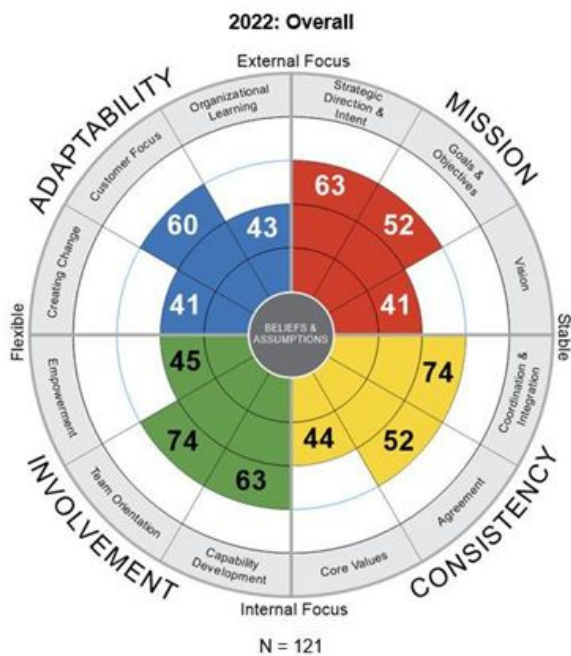
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- Employee Engagement Committee (EEC)
- Stay Interviews
- Manager Toolkit
- Crucial Conversations
- Crucial Accountability
- Monthly Management Team Meetings
- HR Department Restructure
- 9-Box
- Enriched Onboarding Process

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# Denison Organizational Culture Survey



NUMBERS DENOTE PERCENTILES | 11/14/2024 | D48NE423G-157  
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## Total Rewards

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- Cash Compensation
- Benefits & Retirement
- Paid Time Off & Wellness Week
- Hybrid/Remote Work
- WECC Culture
- Development & Career Opportunities
- Parental & Military Leave
- Education Assistance

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## Training & Development

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- Crucial Conversations Workshop
- Crucial Accountability Workshop
- Learn Abouts
- Management Training
  - ADA & FMLA
  - Successful Stay Interviews
  - Getting the Best Results During the Candidate Interview Process
  - Salary & Compensation
  - Getting the Most out of One-on-One Meetings





[WWW.WECC.ORG](http://WWW.WECC.ORG) | (801) 582-0353



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