

## Exhibit 20

### Action Item

#### Consideration of a charter for the Personnel, Evaluation and Nominations (PEN) Committee

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The PEN Committee has adopted the following as its charter and is seeking final Commission approval.

##### Draft Charter

The Personnel, Evaluation and Nominations Committee is responsible for:

1. Developing and making recommendations to the Commission on the process for the annual review of the Executive Director's performance;
2. Collecting and preparing the information for the annual review of the Executive Director's performance, analyzing the information, and presenting recommendations to the Commission;
3. Developing an inclusive process for the annual election of Commission officers, ensuring that all Commissioners who are willing to serve as officers be considered for election; and
4. Developing the orientation process for new Commissioners, and periodically reviewing the orientation process and materials.

**Recommended Action:** Adopt the draft charter as presented.

**Responsible Person(s):** Keri Tippins  
General Counsel