



Item 8: Human Resources Operations Report

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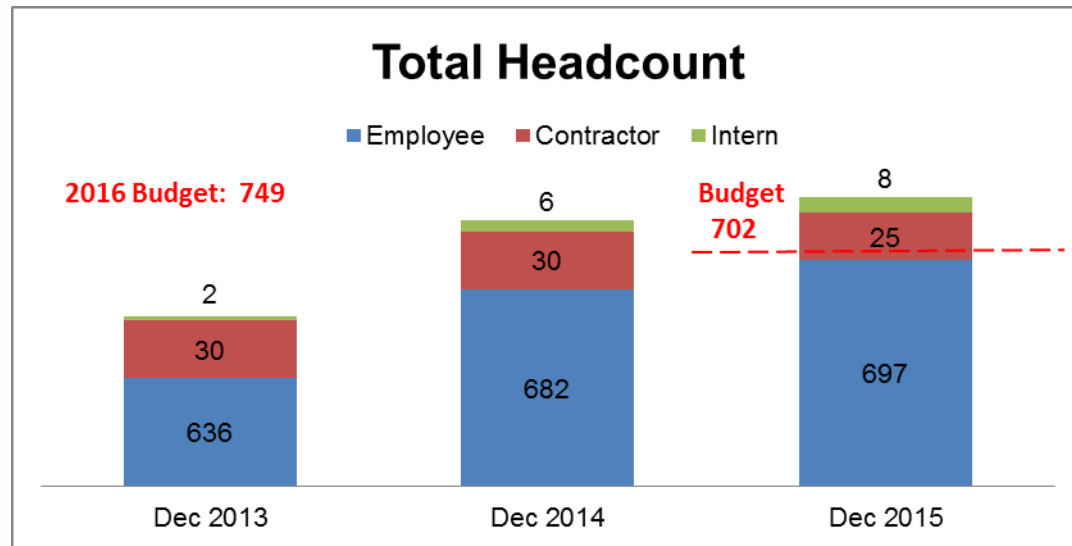
Lead HR Business Partner

Human Resources and Governance Committee Meeting

ERCOT Public

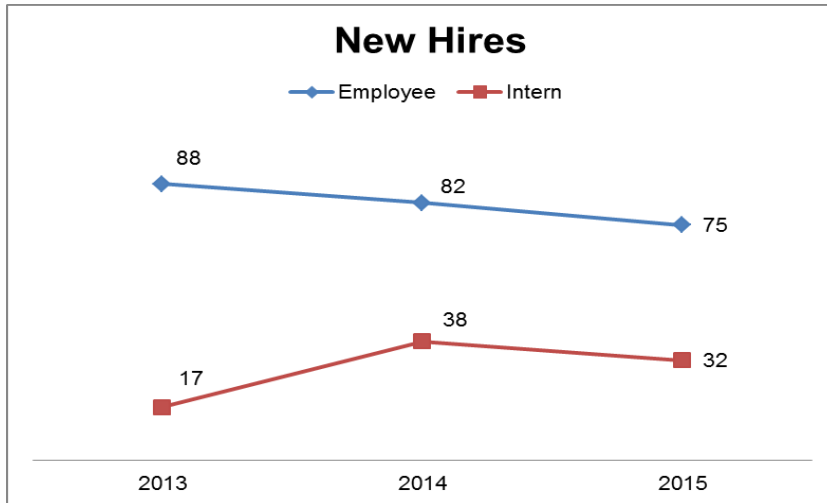
February 8, 2016

HR Operations – Headcount Workforce Summary



Year-End Summary 2015			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	268	2	5
CIO	249	1	14
LEGAL/GRC	84	1	1
COMM/GOV REL	44	0	2
CFO	29	2	2
HR	14	1	1
CEO	9	1	0
	697	8	25

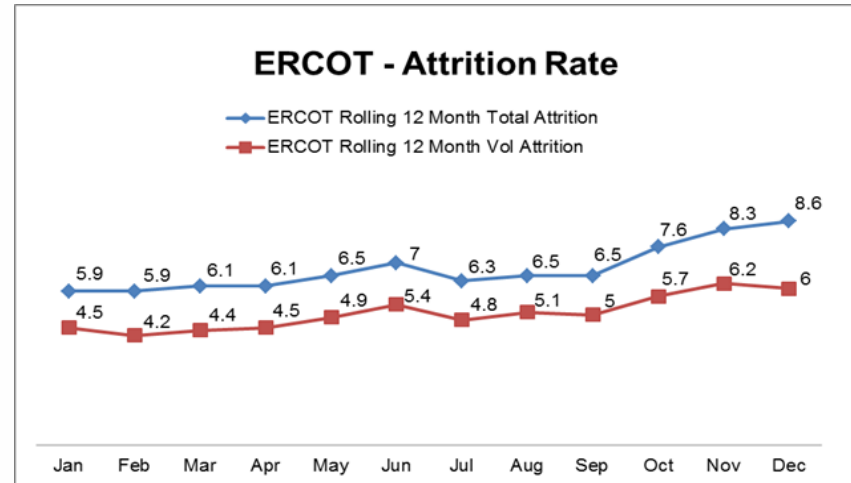
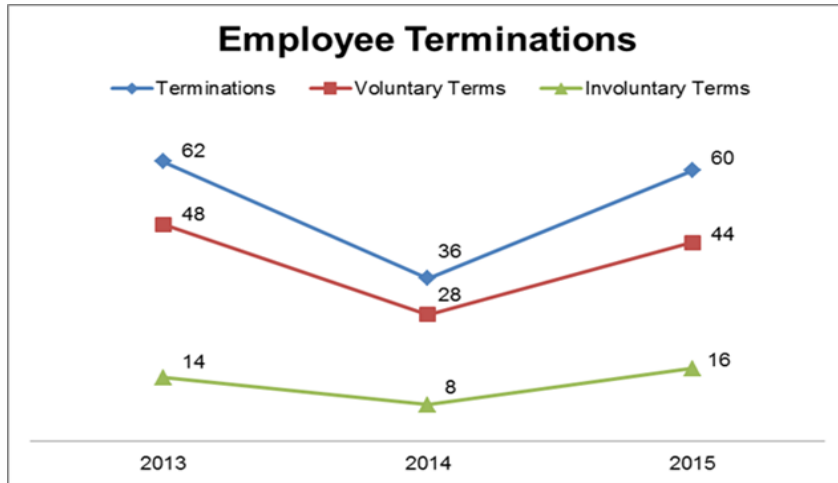
HR Operations – New Hire Workforce Summary



2015 Employee New Hires		
December		
Employer	City	State
Accenture	Houston	Tx
DLJ Consulting - Client: Crescent Power	Bastrop	Tx
Intern Conversion - Texas Tech	Lubbock	Tx
November		
Employer	City	State
CLS Partners	Austin	Tx
ClearOne	Round Rock	Tx
State of Texas	Austin	Tx

Year-End Summary 2015		
Business Area	Employee New Hires	Intern New Hires
COO	24	13
CIO	17	7
LEGAL/GRC	27	5
COMM/GOV REL	3	0
CFO	2	5
HR	2	1
CEO	0	1
	75	32

HR Operations – Termination Workforce Summary



Year-End 2015 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	14	6	3	23
CIO	8	4	6	18
LEGAL/GRC	4	5	4	13
COMM/GOV REL	1			1
CFO			2	2
HR		1	1	2
CEO		1		1
Totals	27	17	16	60

Year-End 2015 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Compensation
COO	11	2		4	1	4	1
CIO	10	1	1	3	2	1	
LEGAL/GRC	8			4	1		
COMM/GOV REL				1			
CFO				1	1		
HR				2			
CEO				1			
Totals	29	3	1	16	5	5	1

