



Item 3: Human Resources Operations Report

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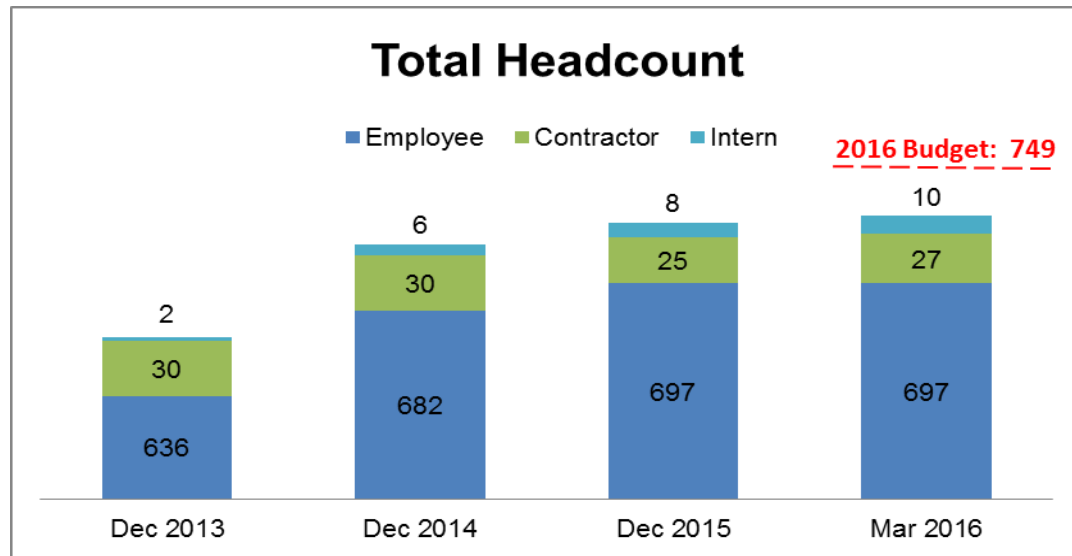
Vice President, Human Resources

Human Resources and Governance Committee

ERCOT Public

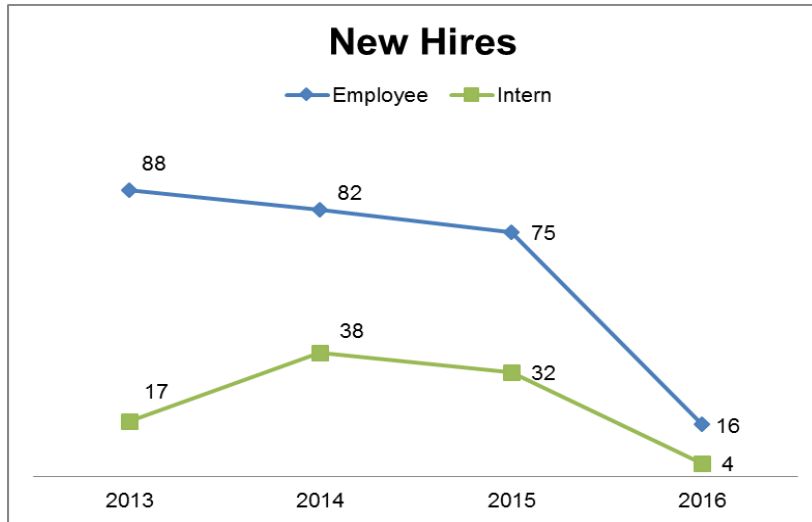
April 18, 2016

HR Operations – Headcount Workforce Summary



YTD March 2016 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	333	4	6
CIO	254	2	15
LEGAL	17		
COMM/GOV REL	43		2
CFO	27	2	3
HR	14	1	1
CEO	9	1	
	697	10	27

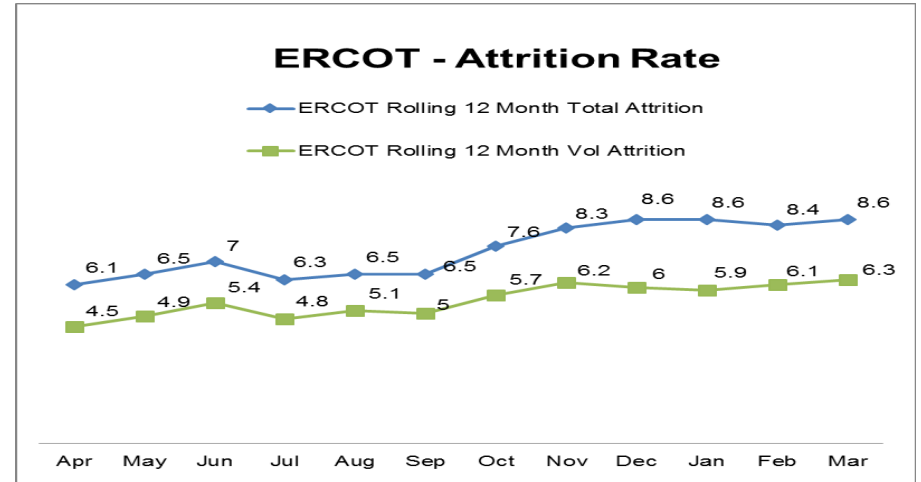
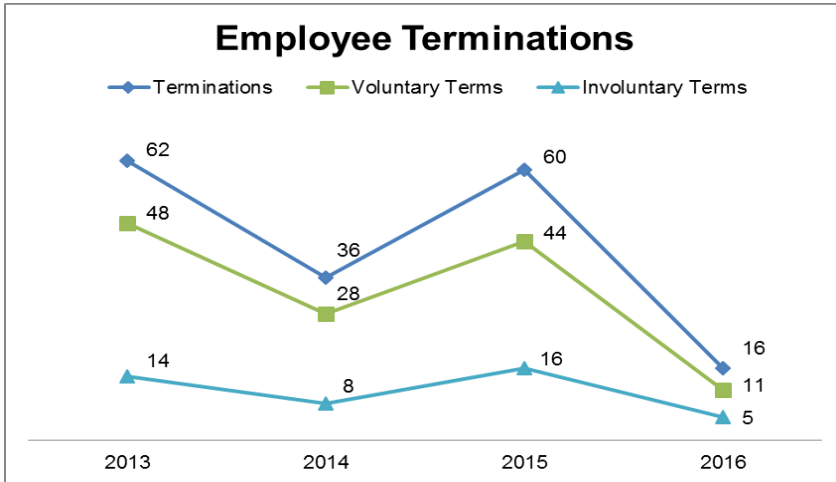
HR Operations – New Hire Workforce Summary



YTD March 2016 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	7	2
CIO	8	1
LEGAL	1	
COMM/GOV REL		
CFO		1
HR		
CEO		
	16	4

2016 Employee New Hires		
March		
Employer	City	State
Power Systems International Inc.	Eden Prairie	MN
NYISO	Arlington	Vermont
February		
Employer	City	State
Wayne Fueling Systems	Round Rock	Tx
Dell Services	Austin	Tx
US Army	Hamilton	Tx
LCRA	Rockdale	Tx
January		
Employer	City	State
Burns & McDonnell	Houston	Tx
G4S	Austin	Tx
Apple, Inc.	La Vernia	Tx
Tolteq	Round Rock	Tx
Austin Energy	Austin	Tx
Geek Squad	Round Rock	Tx
AMTEK (Contractor)	Austin	Tx
Intern Conversion - University of Houston	Sugarland	Tx
Public Utility Commission of Texas	Austin	Tx
Insight Global - (Contractor)	Hutto	Tx

HR Operations – Termination Workforce Summary



YTD March 2016 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	4	3	2	9
CIO	2		1	3
LEGAL				0
COMM/GOV REL	1			1
CFO	2			2
HR				0
CEO		1		1
Totals	9	4	3	16

YTD March 2016 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Compensation	Totals
COO	2	4		3				9
CIO				1	1	1		3
LEGAL								0
COMM/GOV REL				1				1
CFO	2							2
HR								0
CEO	1							1
Totals	5	4	0	5	1	1	0	16

