

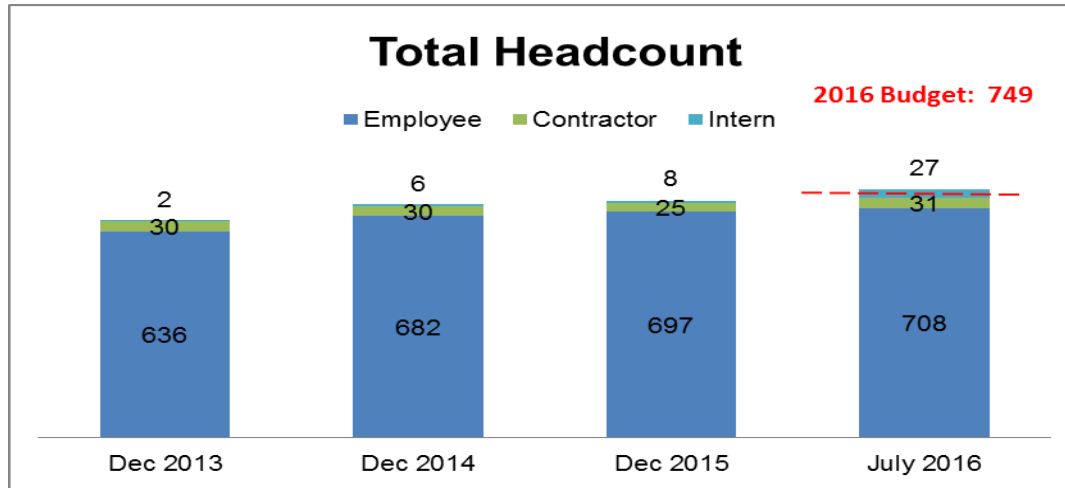


# Item 3: Human Resources (HR) Operations Report

*Diane M. Williams*  
*Vice President, Human Resources*

Human Resources and Governance Committee  
Meeting  
ERCOT Public  
August 8, 2016

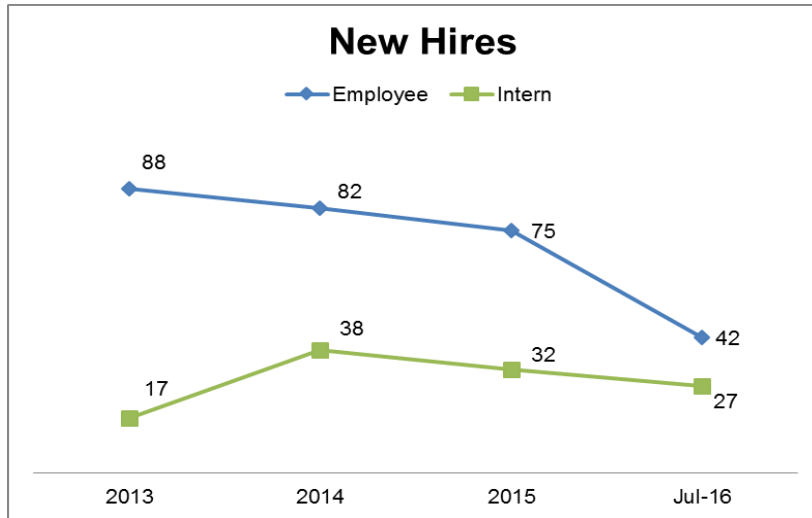
# HR Operations – Headcount Workforce Summary



YTD July 2016 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	340	16	4
CIO	259	6	24
LEGAL	17	1	
COMM/GOV REL	41		1
CFO	30	4	1
HR	14		1
CEO	7		
	<b>708</b>	<b>27</b>	<b>31</b>



# HR Operations – New Hire Workforce Summary



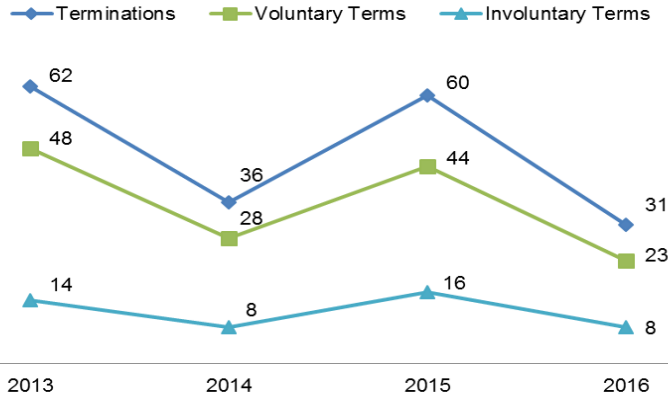
YTD July 2016 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	21	16
CIO	12	6
LEGAL	1	1
COMM/GOV REL	3	
CFO	3	4
HR	1	
CEO	1	
	<b>42</b>	<b>27</b>

2016 Employee New Hires		
July		
Employer	City	State
Austin Energy	Austin	TX
Enviromedia	Cedar Park	TX
University of Texas - Recent Grad	Austin	TX
June		
Employer	City	State
Brazos Electric Power Cooperative	Waco	TX
Charles Schwab	Georgetown	TX
Contractor Conversion	Round Rock	TX
Contractor Conversion	Round Rock	TX
Contractor Conversion	Georgetown	TX
Oncor Electric Delivery Company	Austin	TX
University of Texas	Austin	TX

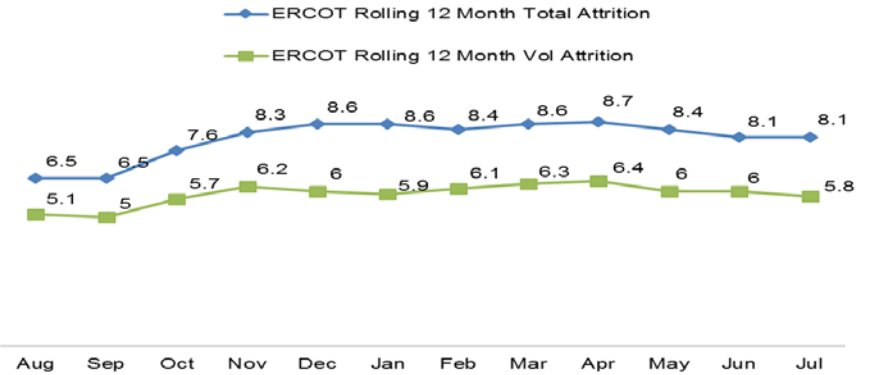


# HR Operations – Termination Workforce Summary

## Employee Terminations



## ERCOT - Attrition Rate



## YTD July 2016 Terms by Tenure

Business Area	0-3+	4+	10+	Totals
COO	10	4	3	17
CIO	6		1	7
LEGAL				0
COMM/GOV REL	1			1
CFO	2			2
HR	1			1
CEO	1	2		3
	21	6	4	31

## YTD July 2016 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Compensation	Totals
COO	4	6		4	1	2		17
CIO	2			3	1	1		7
LEGAL								0
COMM/GOV REL				1				1
CFO	2							2
HR	1							1
CEO	2				1			3
	11	6	0	8	3	3	0	31

