



Item 3: Human Resources Operations Report

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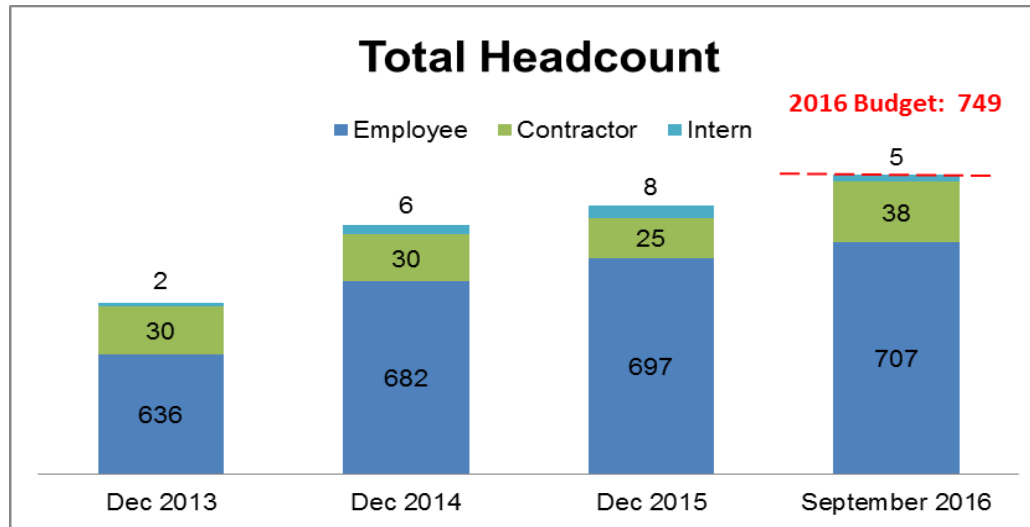
Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public

October 10, 2016

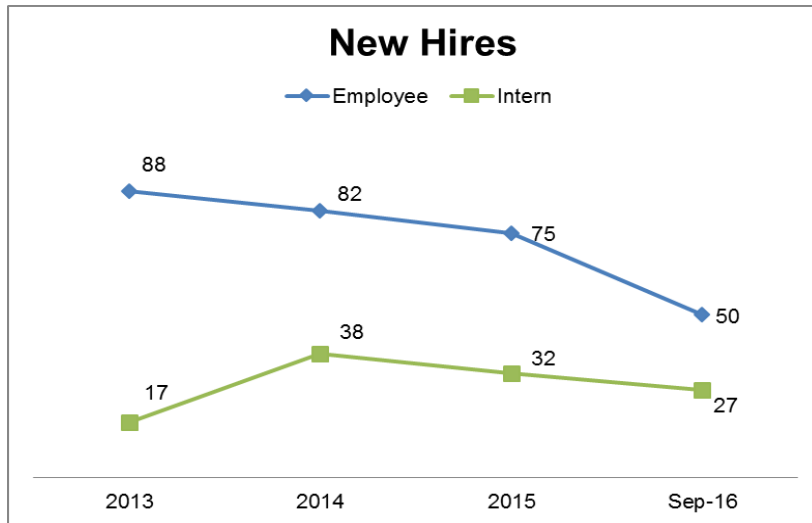
HR Operations – Headcount Workforce Summary



YTD September 2016 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	341	2	7
CIO	257	3	28
LEGAL	17		
COMM/GOV REL	40		1
CFO	30		1
HR	14		1
CEO	8		
	707	5	38



HR Operations – New Hire Workforce Summary

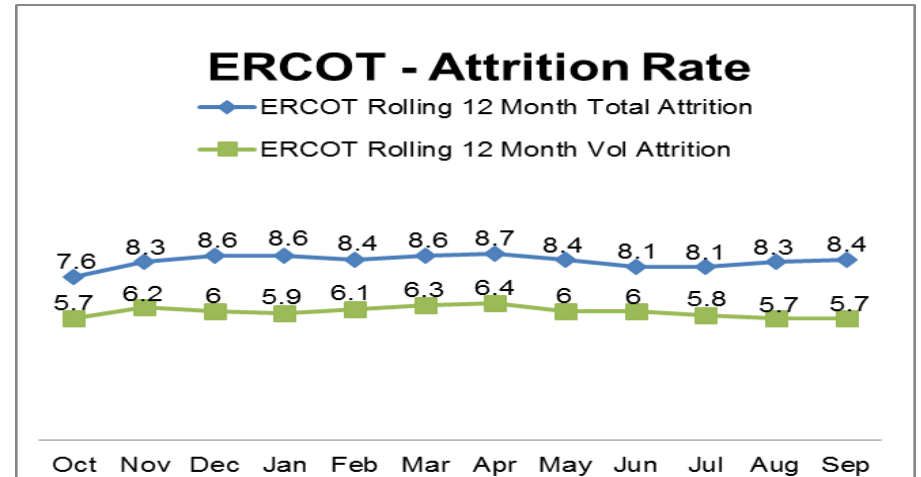
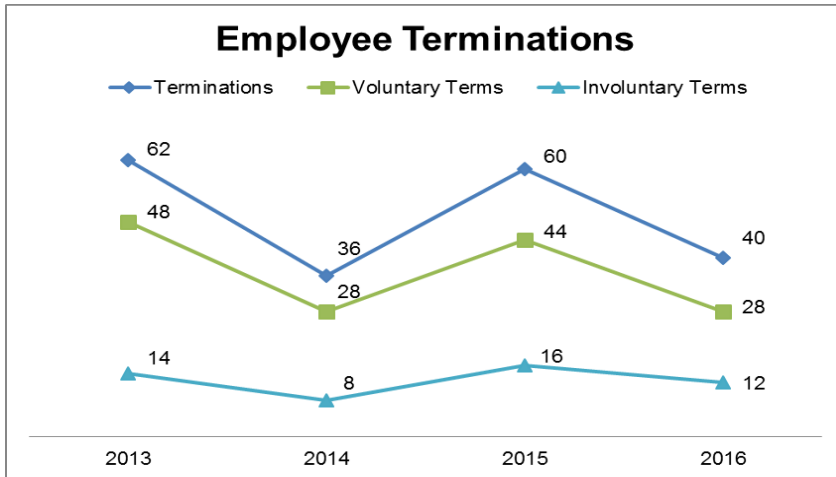


2016 Employee New Hires		
September		
Employer	City	State
Intern Conversion - University of Texas	Bastrop	TX
Gardaworld	Florence	TX
Covert Cadillac	Taylor	TX
Emerson Network Power	Bryan	TX
August		
Employer	City	State
American Electric Power Texas	Portland	TX
Vets Securing America	Del Valle	TX
Dell, Inc.	Hutto	TX
Silicon Laboratories	Georgetown	TX

YTD September 2016 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	27	16
CIO	12	6
LEGAL	1	1
COMM/GOV REL	3	
CFO	4	4
HR	1	
CEO	2	
	50	27



HR Operations – Termination Workforce Summary



YTD September 2016 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	12	6	5	23
CIO	7	1	1	9
LEGAL				0
COMM/GOV REL	1			1
CFO	3			3
HR	1			1
CEO	1	2		3
	25	9	6	40

YTD September 2016 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	4	7		8	1	3	23
CIO	4			3	1	1	9
LEGAL							0
COMM/GOV REL				1			1
CFO	2	1					3
HR	1						1
CEO	2				1		3
	13	8	0	12	3	4	40

