



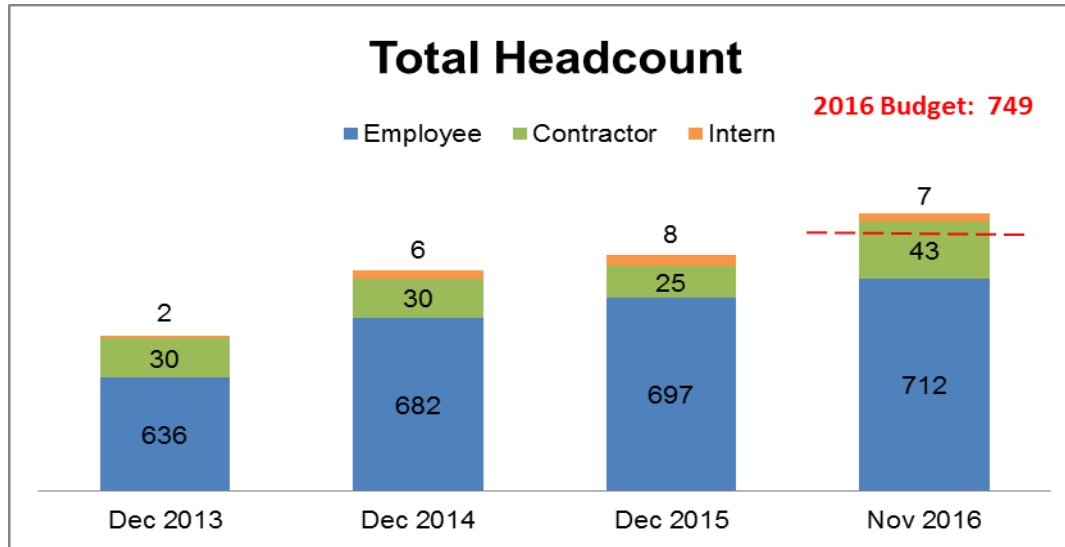
**Item 3:  
Human Resources Operations Report**

*Diane M. Williams*  
Vice President, Human Resources

Human Resources and Governance Committee  
Meeting

ERCOT Public  
December 12, 2016

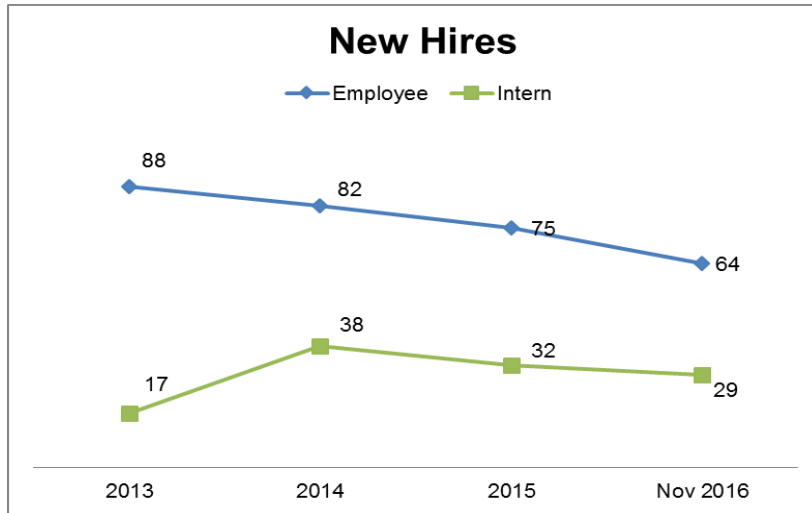
# HR Operations – Headcount Workforce Summary



YTD November 2016 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	341	2	7
CIO	263	5	31
LEGAL	18		
COMM/GOV REL	37		1
CFO	31		3
HR	14		1
CEO	8		
<b>Total</b>	<b>712</b>	<b>7</b>	<b>43</b>



# HR Operations – New Hire Workforce Summary



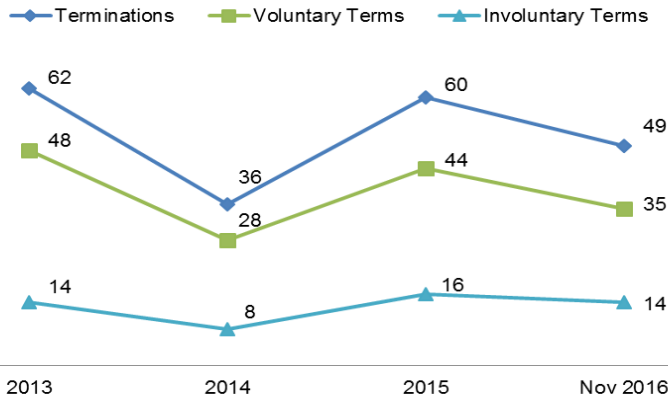
YTD November 2016 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	33	16
CIO	18	8
LEGAL	2	1
COMM/GOV REL	3	
CFO	5	4
HR	1	
CEO	2	
	<b>64</b>	<b>29</b>

2016 Employee New Hires		
November		
Employer	City	State
United States Navy	Norfolk	VA
Contractor Conversion	Jarrell	TX
Contractor Conversion	Austin	TX
United States Navy	Newport News	VA
Contractor Conversion	Round Rock	TX
Calpine Corporation	Pearland	TX
Contractor Conversion	Austin	TX
October		
Employer	City	State
Office of the Texas Attorney General	Austin	TX
Sanchez Consulting LLC	Cedar Park	TX
North Carolina State University	Raleigh	NC
Contractor Conversion	Cedar Park	TX
Contractor Conversion	Austin	TX
Arizona Public Service	Phoenix	AZ
Austin Energy	Sunset Valley	TX

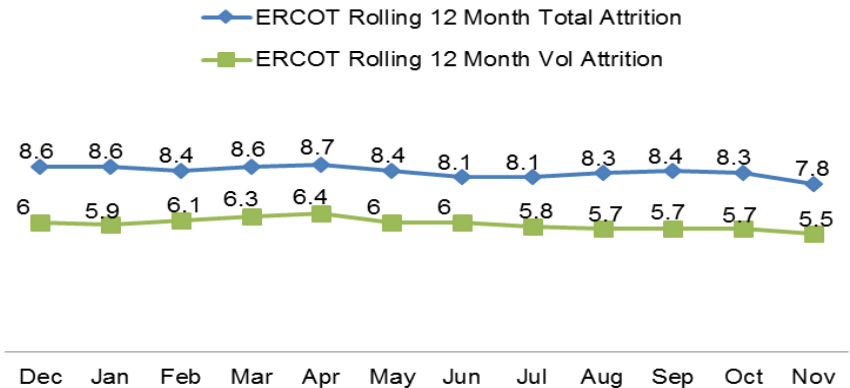


# HR Operations – Termination Workforce Summary

## Employee Terminations



## ERCOT - Attrition Rate



## YTD November 2016 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	17	6	6	29
CIO	7	1	1	9
LEGAL				0
COMM/GOV REL	3	1		4
CFO	3			3
HR	1			1
CEO	1	2		3
	<b>32</b>	<b>10</b>	<b>7</b>	<b>49</b>

## YTD November 2016 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	7	9		9	1	3	29
CIO	4			3	1	1	9
LEGAL							0
COMM/GOV REL	2			2			4
CFO	2	1					3
HR	1						1
CEO	2				1		3
	<b>18</b>	<b>10</b>	<b>0</b>	<b>14</b>	<b>3</b>	<b>4</b>	<b>49</b>

