



Item 8: Human Resources Operations Report

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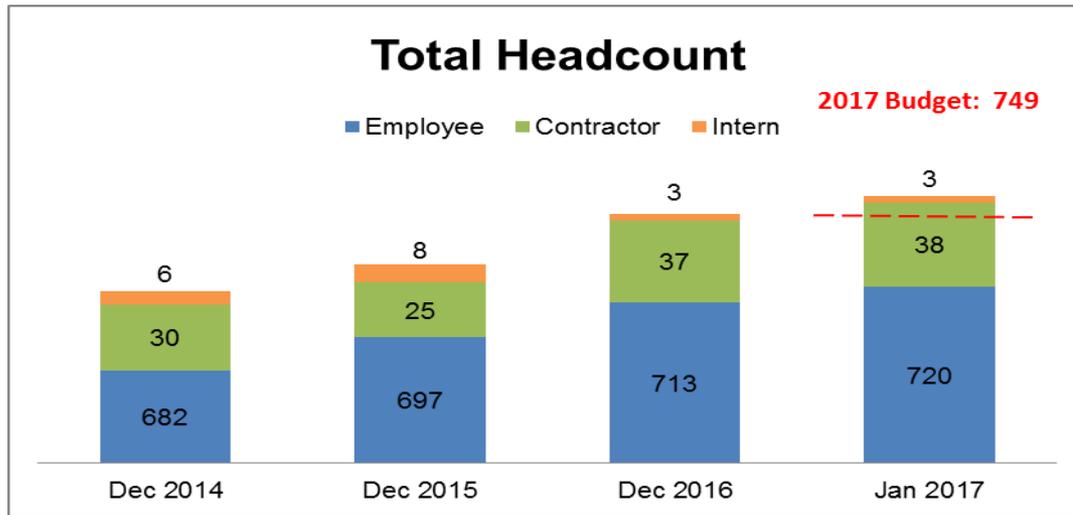
Vice President, Human Resources

Human Resources and Governance Committee
Meeting

February 13, 2017

ERCOT Public

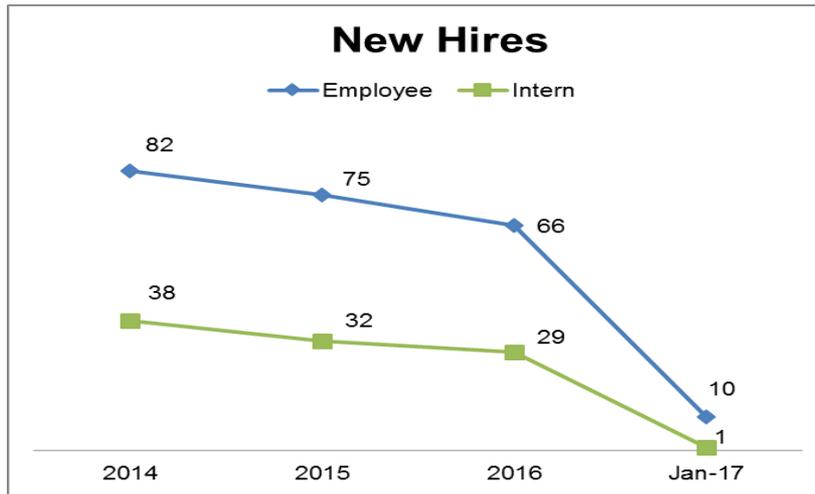
HR Operations – Headcount Workforce Summary



YTD January 2017 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	347		5
CIO	266	2	30
LEGAL	16		
COMM/GOV REL	35		1
CFO	29	1	1
HR	13		1
CEO	14		
	720	3	38



HR Operations – New Hire Workforce Summary



YTD January 2017 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	6	
CIO	4	
LEGAL		
COMM/GOV REL		
CFO		1
HR		
CEO		
	10	1

2017 Employee New Hires		
January		
Employer	City	State
Grid Force Energy	Houston	TX
Entergy	Magnolia	TX
CPS Energy	Austin	TX
PDS Tech	Pflugerville	TX
Accenture PLC	Austin	TX
Recent Graduate	College Station	TX
Intern	Hutto	TX
Elevation Solar	San Antonio	TX
Contractor Conversion	Round Rock	TX
Intern	Round Rock	TX



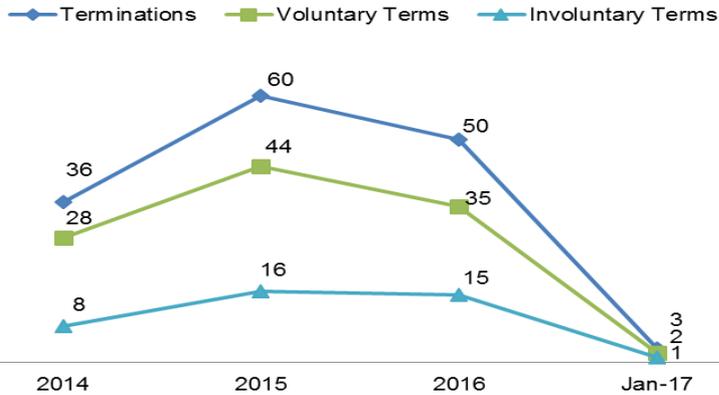
HR Operations – 2016 New Hire Summary

2016 New Hires	
#	State
1	Arizona
1	California
1	Michigan
1	Minnesota
1	North Carolina
58	Texas
1	Vermont
2	Virginia
66	

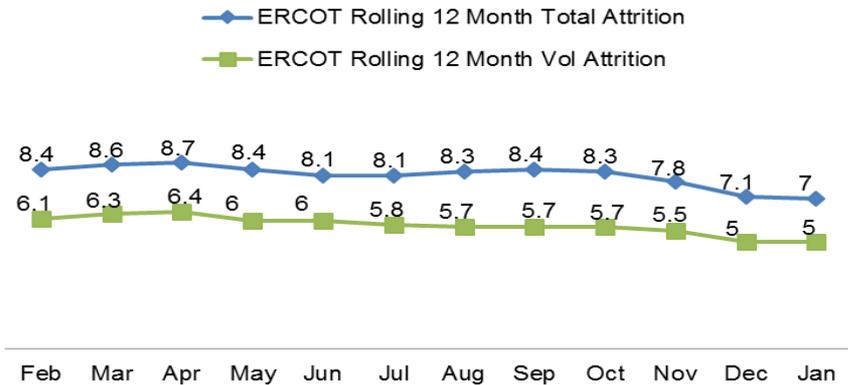
2016 New Hires	
#	Employer
28	Energy/Utility
8	Government
24	Private
6	Intern/Recent Graduate

HR Operations – Termination Workforce Summary

Employee Terminations



ERCOT - Attrition Rate



YTD January 2017 Terms by Tenure

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

YTD January 2017 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO							0
CIO							0
LEGAL	1						1
COMM/GOV REL				1			1
CFO					1		1
HR							0
CEO							0
Totals	1	0	0	1	1	0	3

