



## **Item 3: Human Resources Operations Report**

*Diane M. Williams*

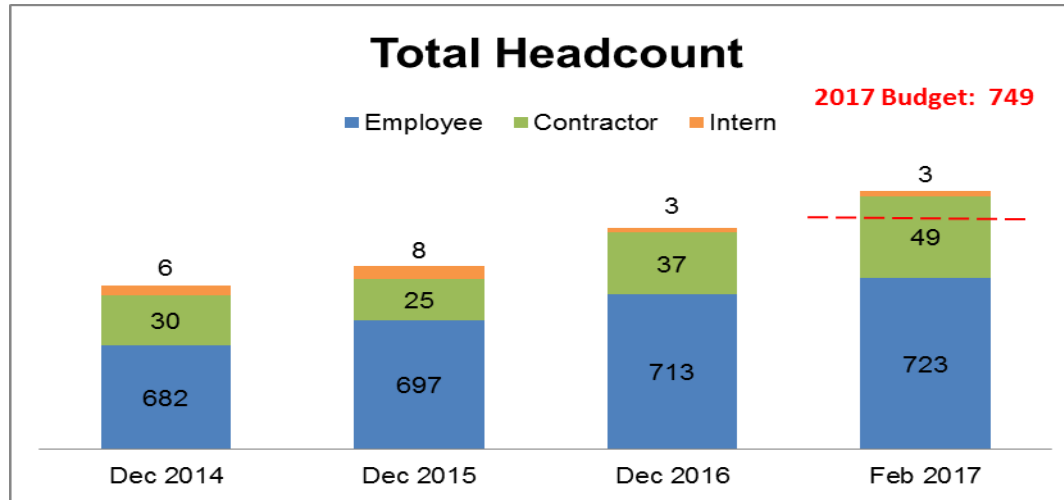
Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public

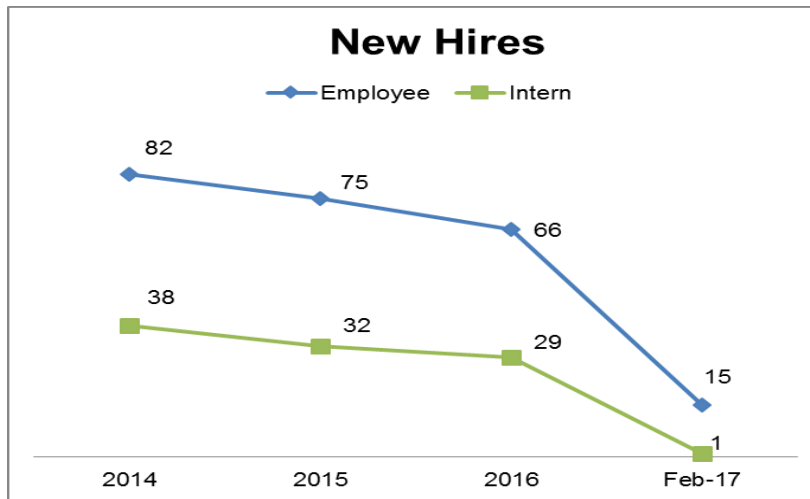
April 3, 2017

# HR Operations – Headcount Workforce Summary



YTD February 2017 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	350		5
CIO	265	2	33
LEGAL	16		
COMM/GOV REL	35		1
CFO	30	1	9
HR	13		1
CEO	14		
	723	3	49

# HR Operations – New Hire Workforce Summary



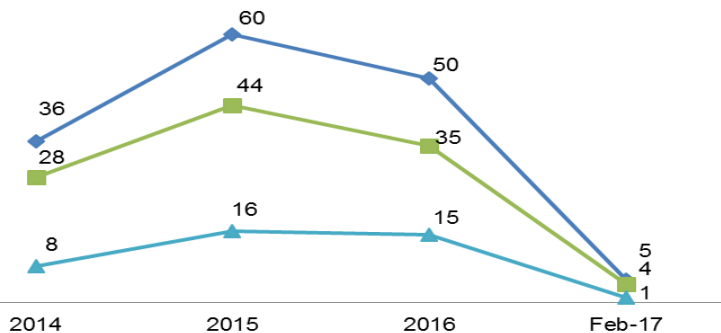
YTD February 2017 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	9	
CIO	5	
LEGAL		
COMM/GOV REL		
CFO	1	1
HR		
CEO		
	15	1

2017 Employee New Hires		
February		
Employer	City	State
Contractor Conversion	Hutto	TX
Garda World	Georgetown	TX
Intern	College Station	TX
Alstom Grid (GE Grid Solutions)	Boise	ID
Deloitte	Cameron	TX

# HR Operations – Termination Workforce Summary

## Employee Terminations

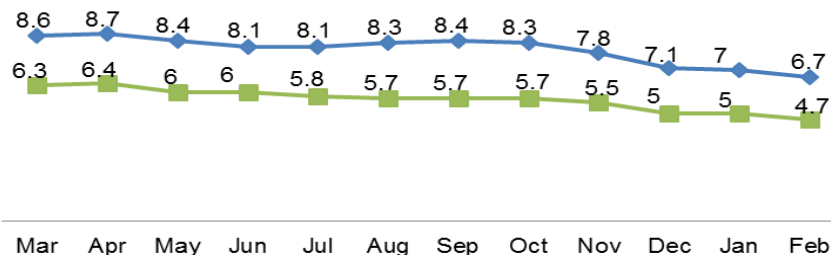
Terminations Voluntary Terms Involuntary Terms



## ERCOT - Attrition Rate

ERCOT Rolling 12 Month Total Attrition

ERCOT Rolling 12 Month Vol Attrition



## YTD February 2017 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	1		1	2
CIO				0
LEGAL	1			1
COMM/GOV REL			1	1
CFO	1			1
HR				0
CEO				0
	3	0	2	5

## YTD February 2017 Terms by Reason

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