



Item 4: HR Operations Report

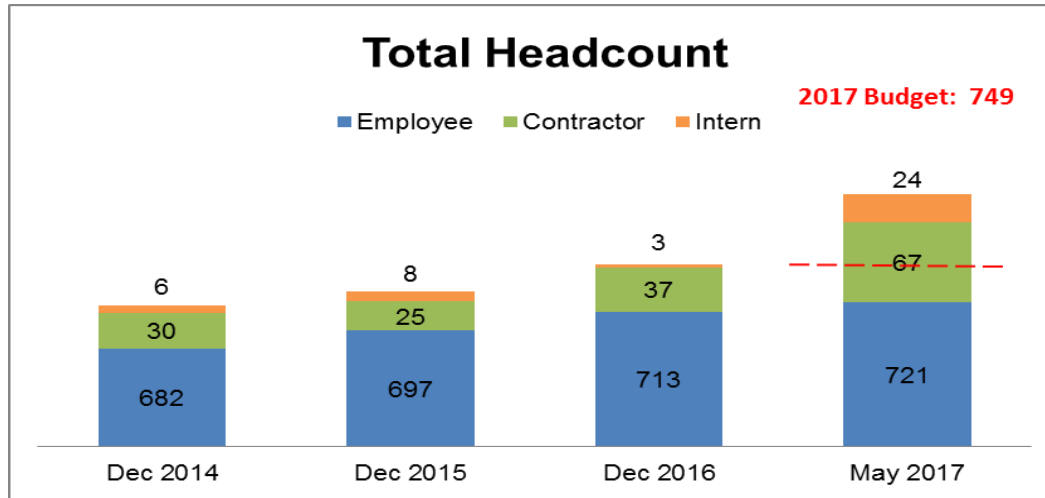
Shirley White

Lead HR Business Partner

Human Resources and Governance Committee
Meeting

ERCOT Public
June 12, 2017

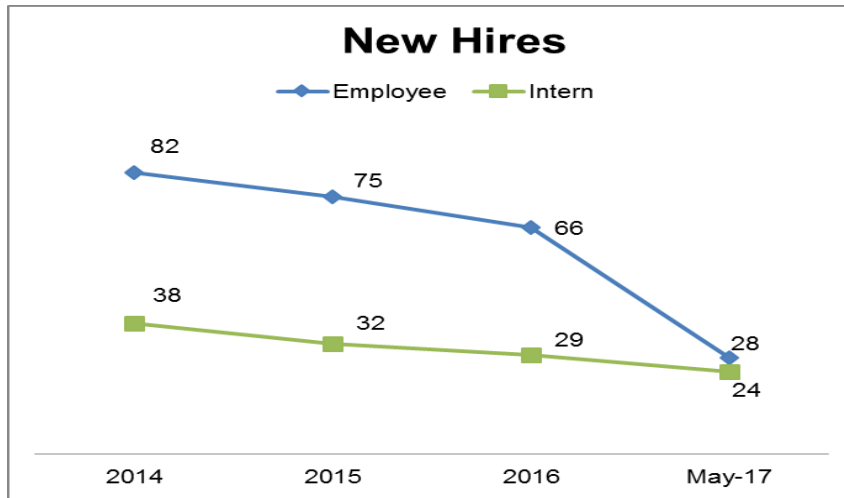
HR Operations – Headcount Workforce Summary



YTD May 2017 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	349	13	5
CIO	264	7	50
LEGAL	15		
COMM/GOV REL	35	1	1
CFO	31	3	10
HR	13		1
CEO	14		
	721	24	67



HR Operations – New Hire Workforce Summary



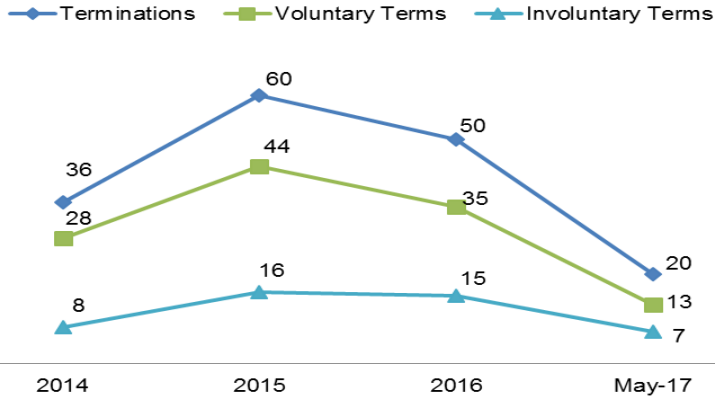
YTD May 2017 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	16	13
CIO	9	7
LEGAL		
COMM/GOV REL	1	1
CFO	2	3
HR		
CEO		
	28	24

2017 Employee New Hires		
March		
Employer	City	State
James F. Turner Engineers L.P.	Carrollton	TX
Southern California Edison	Los Angeles	CA
Q2ebanking	Cedar Park	TX
2017 Employee New Hires		
April		
Employer	City	State
Smart Wires, Inc.	Round Rock	TX
Contractor Conversion	Round Rock	TX
Contractor Conversion	Georgetown	TX
2017 Employee New Hires		
May		
Employer	City	State
MISO	Carmel	IN
LCRA	Cedar Park	TX
First Transit Inc.	Round Rock	TX
Testengeer, Inc.	Thrall	TX
DOD/NSA	San Antonio	TX
Macy's	Raleigh	NC
Utilicast	Carmel	IN

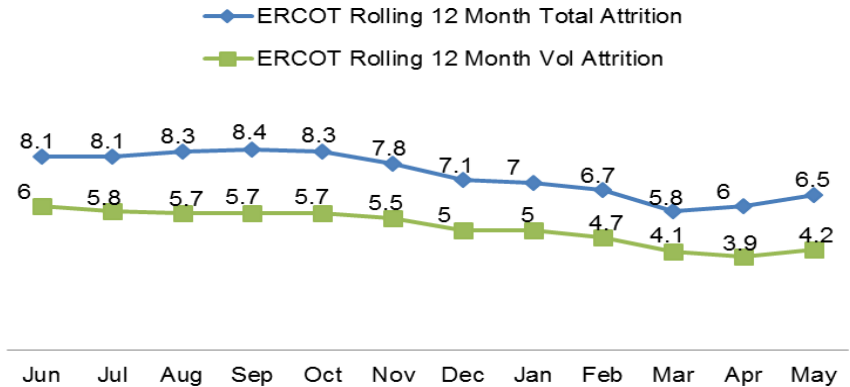


HR Operations – Termination Workforce Summary

Employee Terminations



ERCOT - Attrition Rate



YTD May 2017 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	4	2	4	10
CIO	4		1	5
LEGAL	1		1	2
COMM/GOV REL		1	1	2
CFO	1			1
HR				0
CEO				0
Totals	10	3	7	20

YTD May 2017 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	4	2		1	2	1	10
CIO	2			3			5
LEGAL	1			1			2
COMM/GOV REL				2			2
CFO					1		1
HR							0
CEO							0
Totals	7	2	0	7	3	1	20

