



Item 3: HR Operations Report

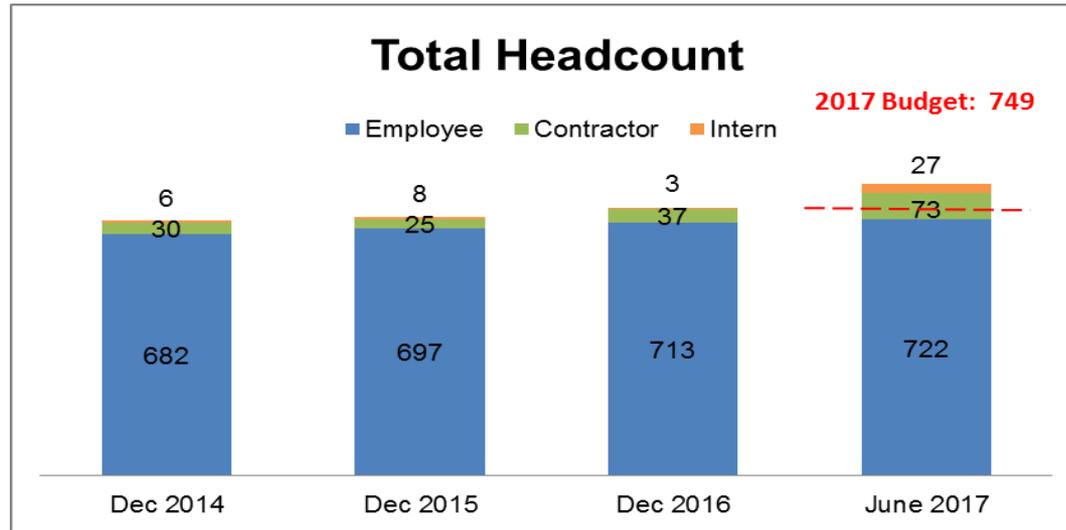
Diane M. Williams

Vice President, Human Resources

Human Resources and Governance Committee
Meeting

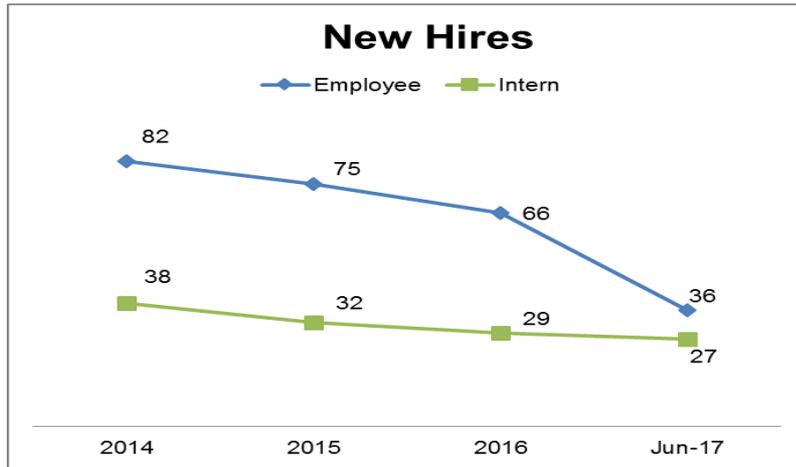
August 7, 2017

HR Operations – Headcount Workforce Summary



YTD June 2017 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	350	15	5
CIO	265	7	57
LEGAL	14		
COMM/GOV REL	36	2	1
CFO	30	3	9
HR	13		1
CEO	14		
	722	27	73

HR Operations – New Hire Workforce Summary



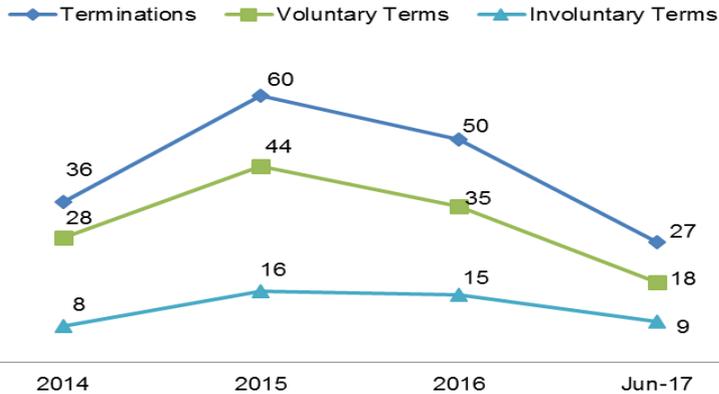
YTD June 2017 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	21	15
CIO	11	7
LEGAL		
COMM/GOV REL	2	2
CFO	2	3
HR		
CEO		
	36	27

2017 Employee New Hires		
June		
Employer	City	State
Indianapolis Power & Light	Indianapolis	IN
Texas Disposal Systems, Inc.	Buda	TX
Dell, Inc.	Round Rock	TX
Invenergy Services LLC	Killeen	TX
Titan Solutions	Bryan	TX
Xcel Energy	Aurora	CO
United Illuminating	Worcester	MA
DXC Technologies	Round Rock	TX

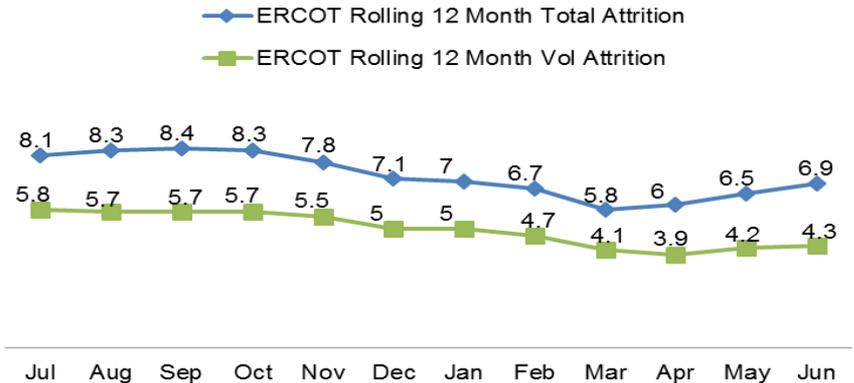


HR Operations – Termination Workforce Summary

Employee Terminations



ERCOT - Attrition Rate



YTD June 2017 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	5	2	7	14
CIO	5		1	6
LEGAL	1		1	2
COMM/GOV REL		2	1	3
CFO	2			2
HR				0
CEO				0
Totals	13	4	10	27

YTD June 2017 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	5	3		2	3	1	14
CIO	2			3		1	6
LEGAL	1			1			2
COMM/GOV REL				3			3
CFO	1				1		2
HR							0
CEO							0
Totals	9	3	0	9	4	2	27

