



Item 3: Human Resources Operations Report

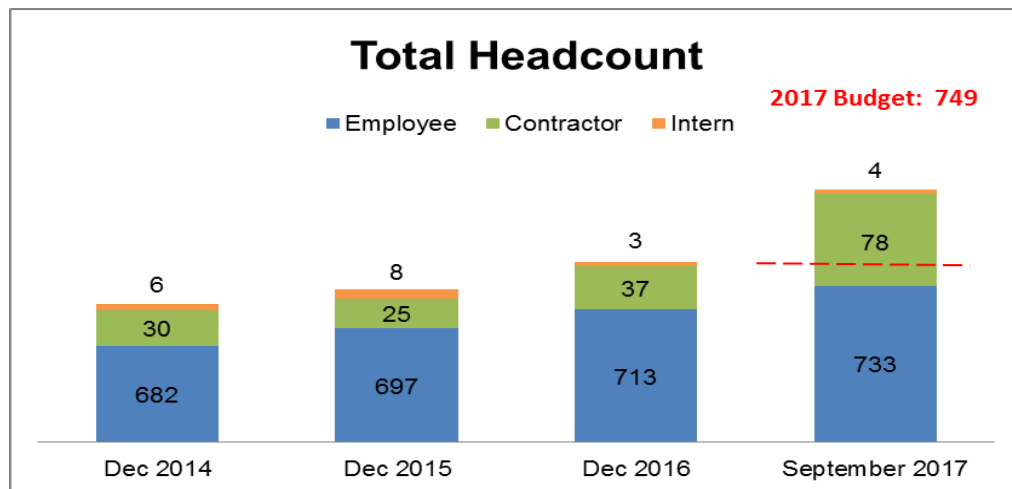
Diane M. Williams

Vice President, Human Resources

Human Resources and Governance Committee
Meeting

ERCOT Public
October 16, 2017

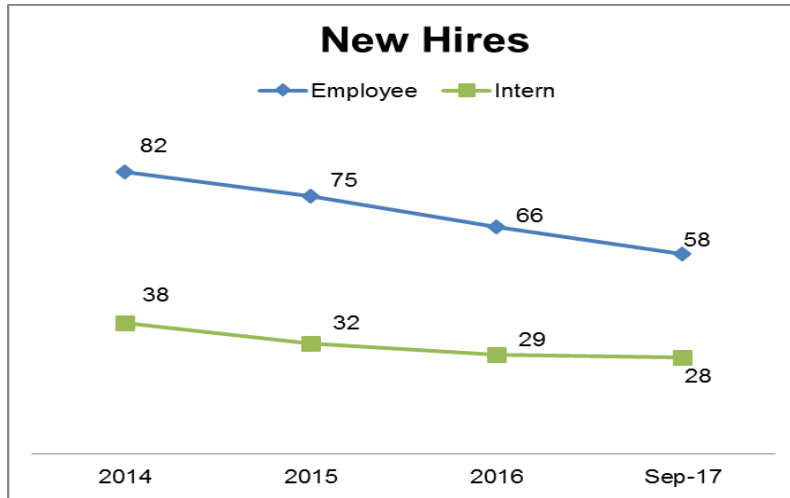
HR Operations – Headcount Workforce Summary



YTD September 2017 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	353	1	6
CIO	268	2	62
LEGAL	17		
COMM/GOV REL	37		1
CFO	31	1	8
HR	13		1
CEO	14		
	733	4	78



HR Operations – New Hire Workforce Summary

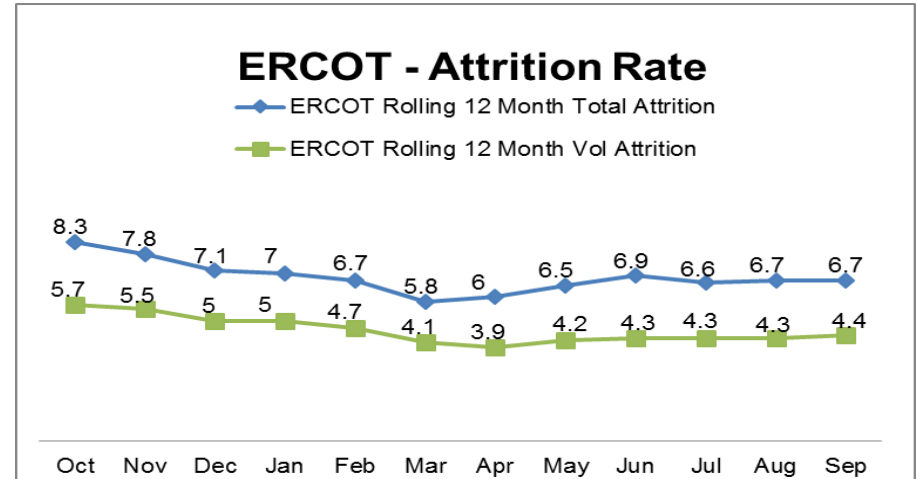
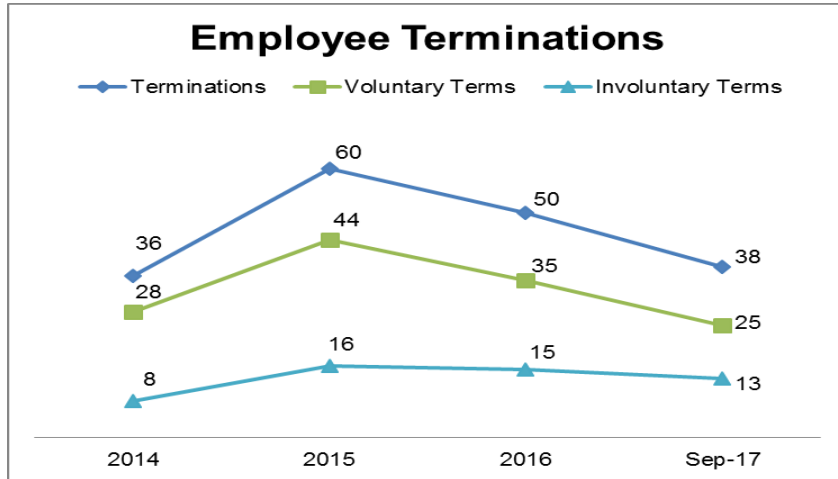


YTD September 2017 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	33	15
CIO	16	8
LEGAL	3	
COMM/GOV REL	3	2
CFO	3	3
HR		
CEO		
	58	28

2017 Employee New Hires		
July		
Employer	City	State
Flux Resources	Cedar Park	TX
HE Solar	Georgetown	TX
SRK Group LLC	Herndon	VA
Texas Commission of Environmental Quality	Austin	TX
Merlin International	Alpharetta	GA
Shell Trading	Austin	TX
Burns & McDonnell	Houston	TX
Cisco Systems	Georgetown	TX
August		
Employer	City	State
Carlton Law Firm	Austin	TX
Martech Media, Inc.	Needville	TX
Aces	Bellevue	WA
CenterPoint Energy	Pflugerville	TX
Security Walls	Kyle	TX
TX Department of Public Safety	Taylor	TX
JC Penney	Austin	TX
3M Company	Austin	TX
September		
Employer	City	State
Intertek	Round Rock	TX
Accruent	Georgetown	TX
Penn State University	Silver Spring	MD
Contractor Conversion	Round Rock	TX
Gridforce	Tomball	TX
Skelton & Woody	Austin	TX



HR Operations – Termination Workforce Summary



YTD September 2017 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	7	5	11	23
CIO	6	1	1	8
LEGAL	1		1	2
COMM/GOV REL		2	1	3
CFO	2			2
HR				0
CEO				0
Totals	16	8	14	38

YTD September 2017 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	9	3		5	5	1	23
CIO	2			4	1	1	8
LEGAL	1			1			2
COMM/GOV REL				3			3
CFO	1				1		2
HR							0
CEO							0
Totals	13	3	0	13	7	2	38

