



## Item 3: Human Resources Operations Report

*Diane M. Williams*

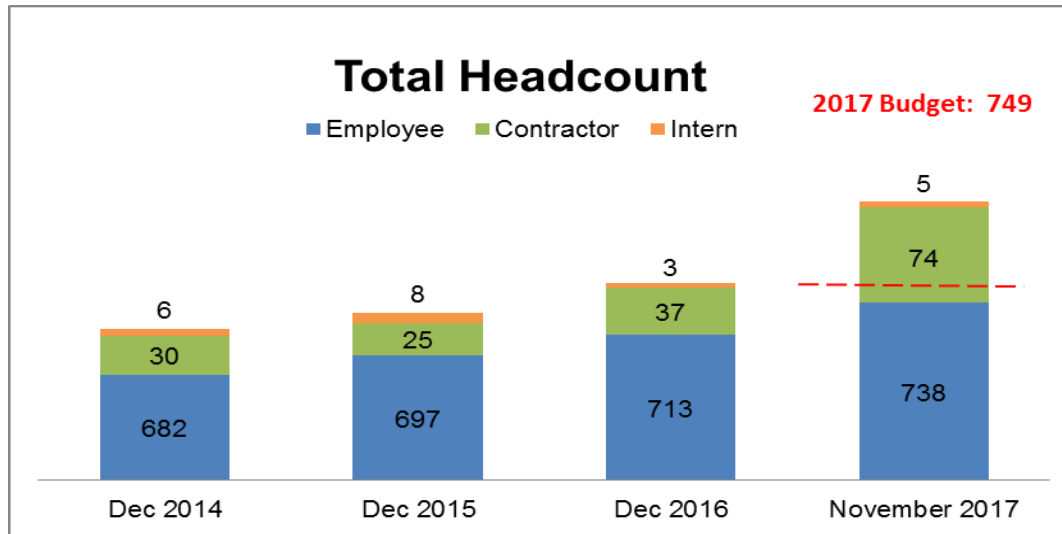
Vice President, Human Resources

Human Resources and Governance Committee

ERCOT Public

December 11, 2017

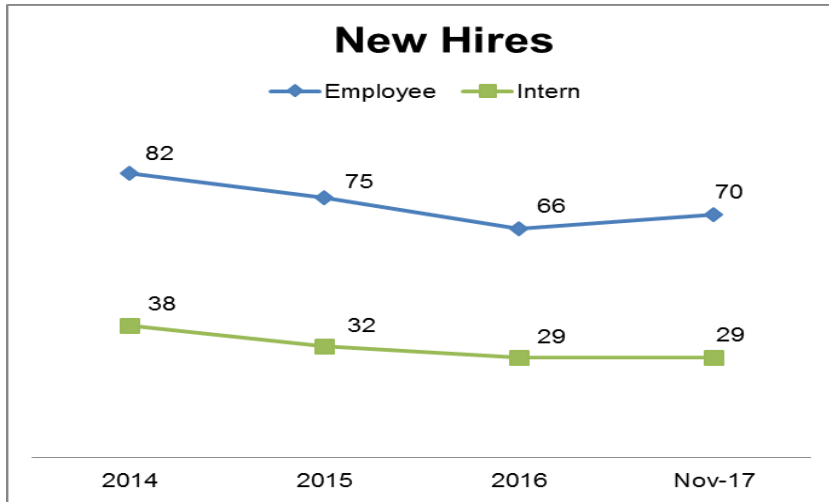
# HR Operations – Headcount Workforce Summary



YTD November 2017 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	360	1	7
CIO	265	3	64
LEGAL	17		
COMM/GOV REL	38		
CFO	31	1	2
HR	13		1
CEO	14		
	<b>738</b>	<b>5</b>	<b>74</b>



# HR Operations – New Hire Workforce Summary



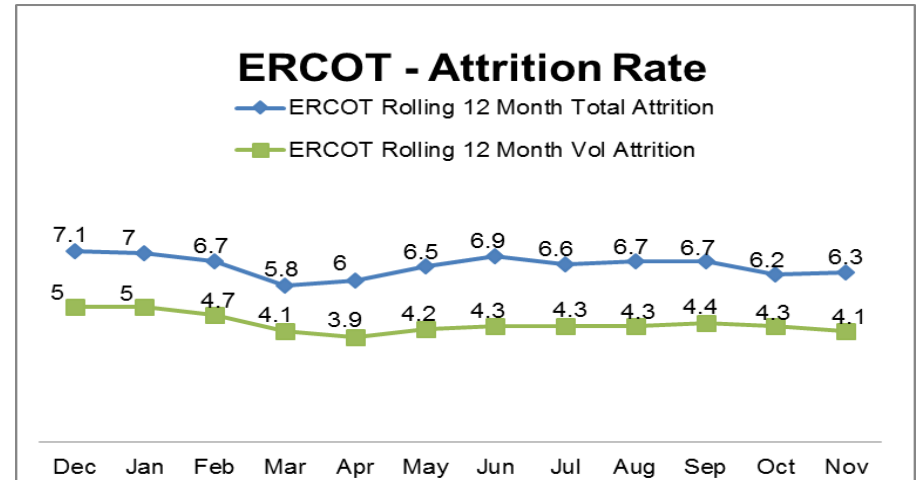
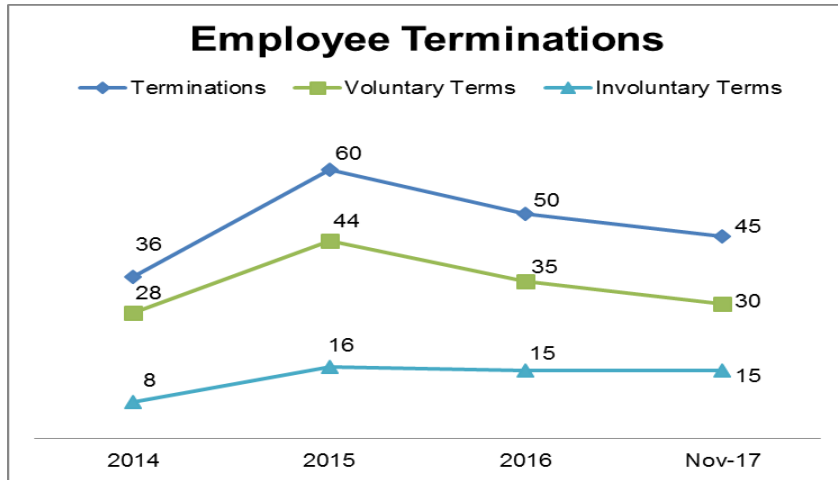
YTD November 2017 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	43	15
CIO	17	9
LEGAL	3	
COMM/GOV REL	4	2
CFO	3	3
HR		
CEO		
	70	29

October		
Employer	City	State
International Innovation Corps	Austin	TX
Hanger, Inc.	Round Rock	TX
Bergelectric Co.	Austin	TX
Centerpoint Energy	Round Rock	TX
Dayton Power & Light	Beavercreek	OH
Consultant	Georgetown	TX
EDP Renewables	Houston	TX
Brazos Electric	Waco	TX

November		
Employer	City	State
Midcontinent ISO	Carmel	IN
Allsee Financial	Killeen	TX
Stradast	Round Rock	TX
US Navy	Bremerton	WA



# HR Operations – Termination Workforce Summary



### YTD November 2017 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	8	6	12	26
CIO	8	2	2	12
LEGAL	1		1	2
COMM/GOV REL		2	1	3
CFO	2			2
HR				0
CEO				0
	19	10	16	45

### YTD November 2017 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	9	3		6	5	3	26
CIO	4			5	2	1	12
LEGAL	1			1			2
COMM/GOV REL				3			3
CFO	1				1		2
HR							0
CEO							0
	15	3	0	15	8	4	45

