



Item 8: Human Resources Operations Report

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Human Resources and Governance Committee Meeting

ERCOT Public
February 19, 2018

HR Operations – 2017 Workforce Summary

2017 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	44	15
CIO	17	9
LEGAL	3	
COMM/GOV REL	4	2
CFO	3	3
HR		
CEO		
	71	29

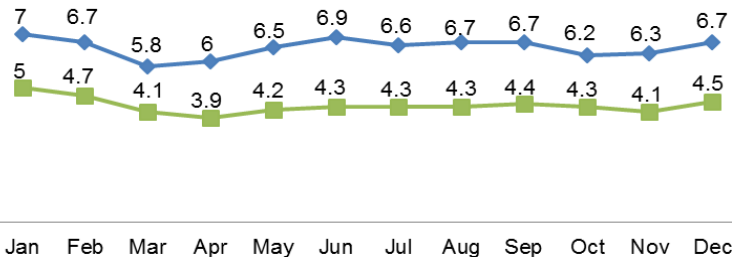
2017 New Hires	
#	Employer
19	Energy/Utility
5	Government
35	Private
12	Intern/Recent Graduate
71	

2017 New Hires	
#	State
1	California
1	Colorado
1	Georgia
1	Idaho
4	Indiana
1	Maryland
1	Massachusetts
1	New York
1	North Carolina
1	Ohio
55	Texas
1	Virginia
2	Washington
71	

HR Operations – 2017 Workforce Summary

ERCOT - Attrition Rate

— ERCOT Rolling 12 Month Total Attrition
— ERCOT Rolling 12 Month Vol Attrition



2017 Summary

Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	358	1	7
CIO	264	2	64
LEGAL	17		
COMM/GOV REL	38		
CFO	31		2
HR	13		1
CEO	14		
	735	3	74

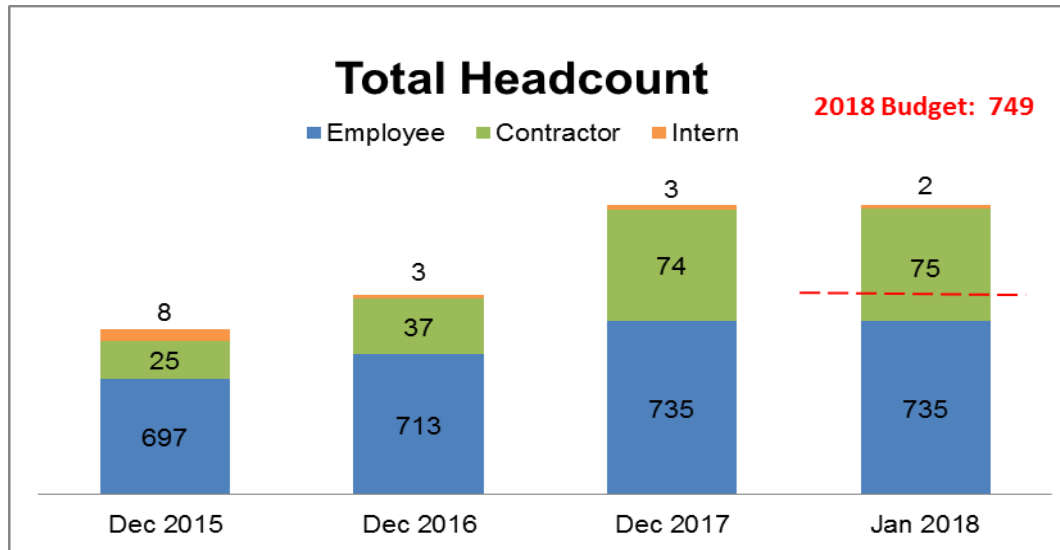
2017 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	10	6	13	29
CIO	9	2	2	13
LEGAL	1		1	2
COMM/GOV REL		2	1	3
CFO	2			2
HR				0
CEO				0
	22	10	17	49

2017 Terms by Reason

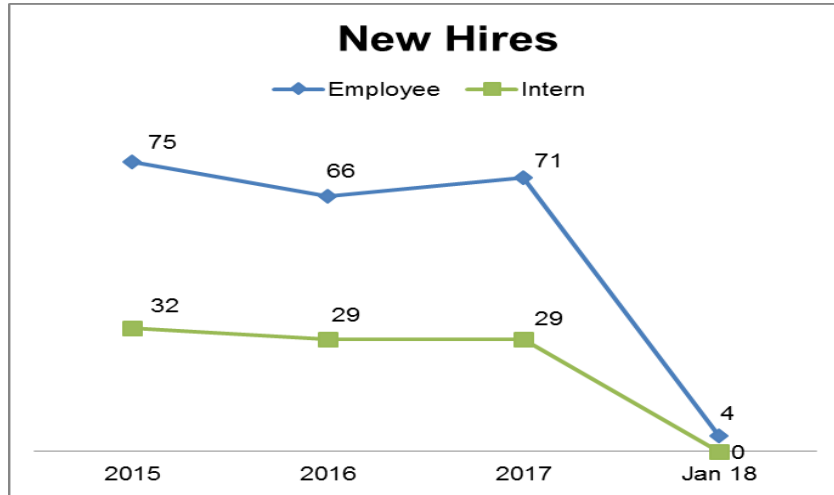
Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	9	4		7	6	3	29
CIO	5			5	2	1	13
LEGAL	1			1			2
COMM/GOV REL				3			3
CFO	1				1		2
HR							0
CEO							0
	16	4	0	16	9	4	49

HR Operations – Headcount Workforce Summary



YTD January 2018 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	359		7
CIO	264	2	64
LEGAL	17		
COMM/GOV REL	37		
CFO	31		3
HR	13		1
CEO	14		
	735	2	75

HR Operations – New Hire Workforce Summary

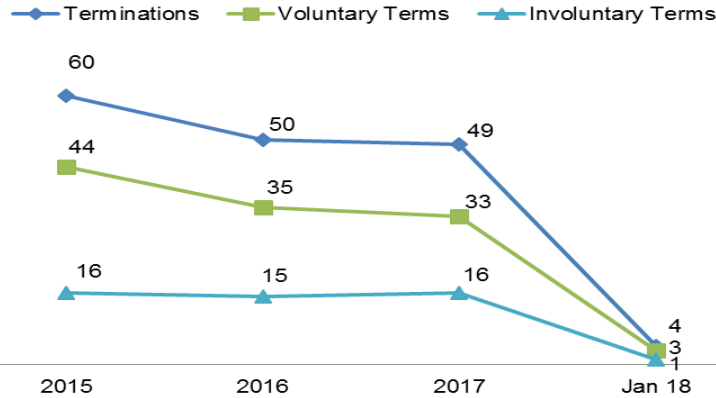


YTD January 2018 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	3	
CIO	1	
LEGAL		
COMM/GOV REL		
CFO		
HR		
CEO		
	4	0

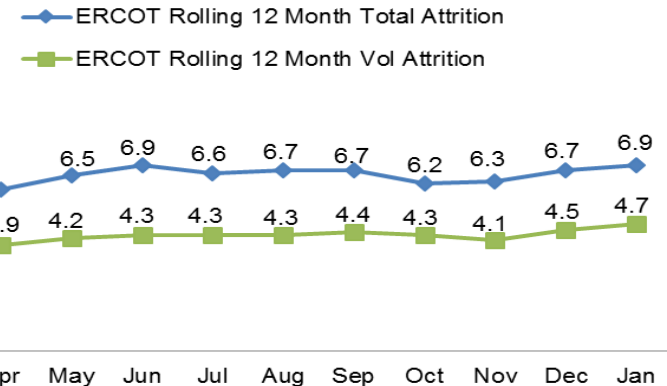
January		
Employer	City	State
Intern	Del Valle	TX
Intern	Lubbock	TX
NRG Energy, Inc	Friendswood	TX
Intern	Pflugerville	TX

HR Operations – Termination Workforce Summary

Employee Terminations



ERCOT - Attrition Rate



YTD January 2018 Terms by Tenure

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

YTD January 2018 Terms by Reason

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