



Item 3: Human Resources Operations Report

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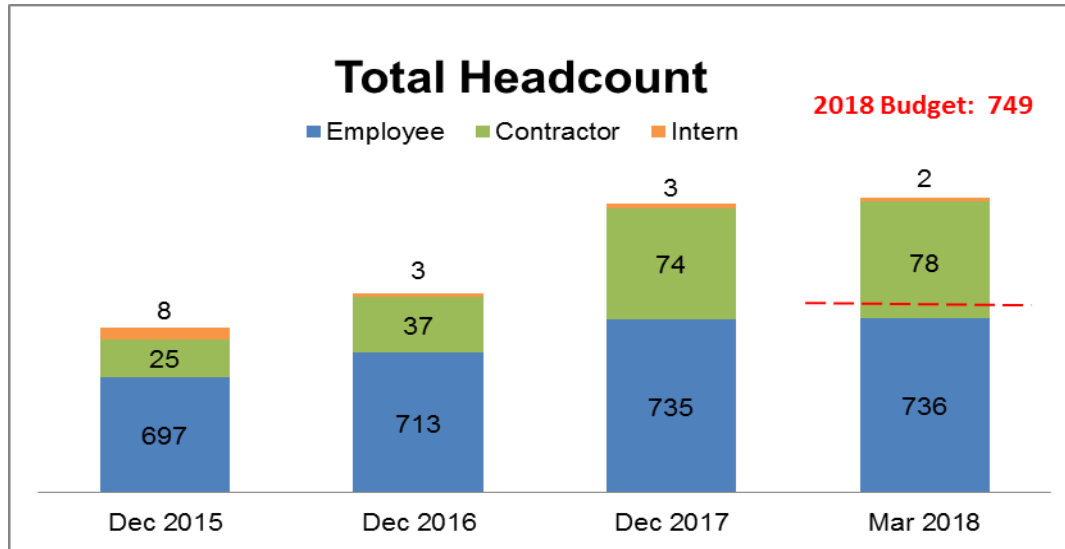
Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public

April 9, 2018

HR Operations – Headcount Workforce Summary

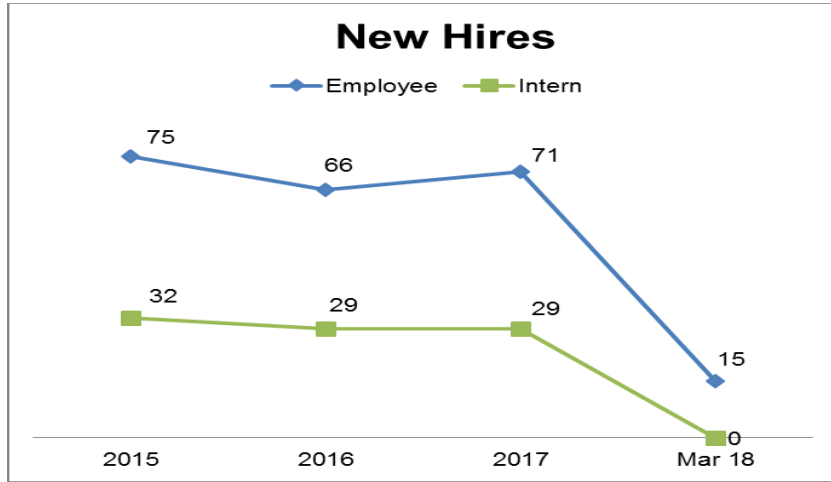


YTD March 2018 Summary

Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	363		7
CIO	261	2	67
LEGAL	17		
COMM/GOV REL	38		
CFO	30		3
HR	13		1
CEO	14		
Total	736	2	78



HR Operations – New Hire Workforce Summary

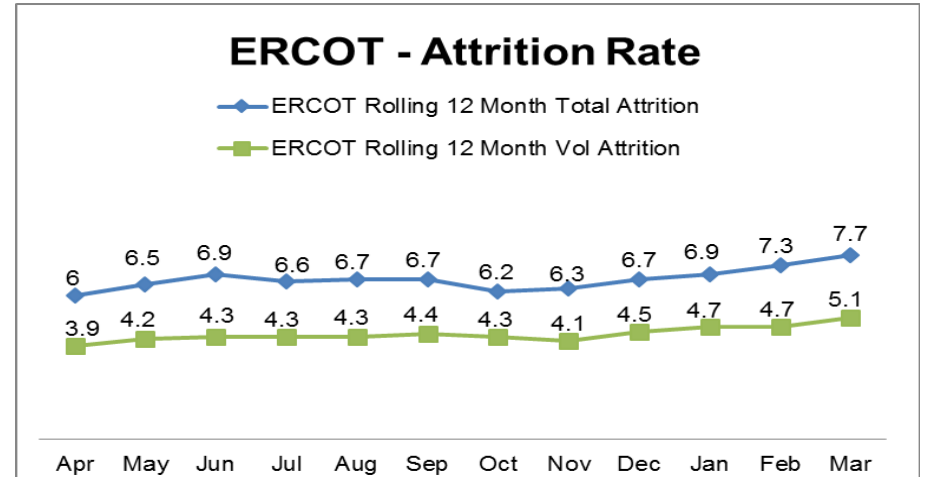
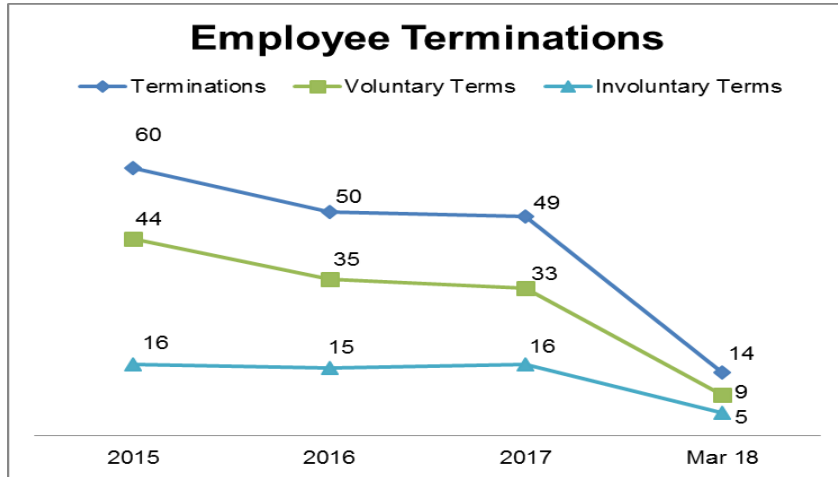


YTD March 2018 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	8	
CIO	4	
LEGAL	1	
COMM/GOV REL	1	
CFO		
HR		
CEO	1	

February		
Employer	City	State
Inner Parish Security Corp.	Manor	TX
Contractor Conversion	Leander	TX
March		
Employer	City	State
Kapsch	Cedar Park	TX
Todd, Barron, Thomason, & Hudman	Austin	TX
Brazos Electric	Temple	TX
NRG Energy, Inc	Katy	TX
Unitas Global, Inc	Olathe	KS
Texas Dept of Transportation	Cedar Park	TX
Self Employed	Georgetown	TX
Texas Dept of Transportation	Georgetown	TX
Goodyear	Austin	TX



HR Operations – Termination Workforce Summary



YTD March 2018 Terms by Tenure

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

YTD March 2018 Terms by Reason

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

