



Item 3: Human Resources Operations Report

Diane M. Williams

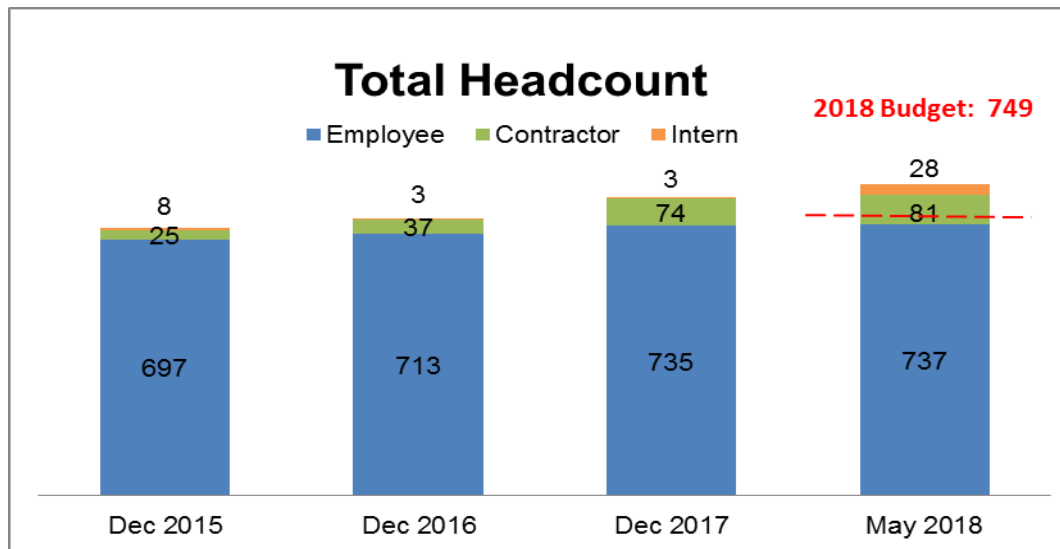
Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public

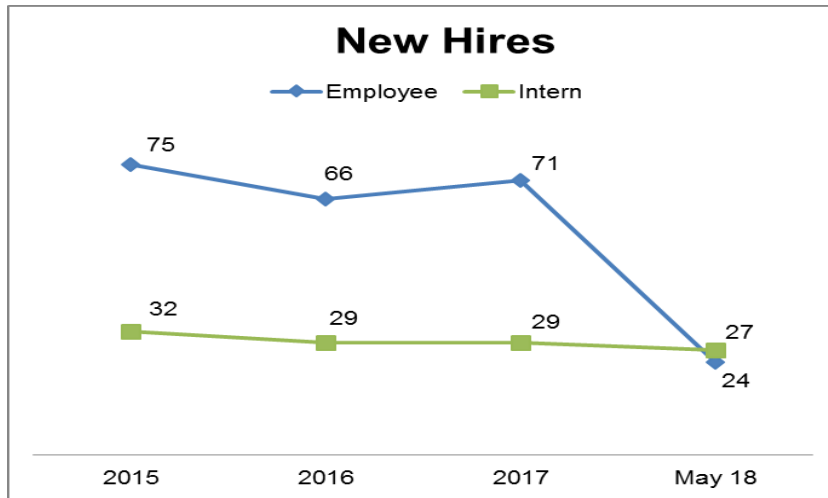
June 11, 2018

HR Operations – Headcount Workforce Summary



YTD May 2018 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	363	16	6
CIO	264	7	72
LEGAL	17		
COMM/GOV REL	37	1	
CFO	29	3	2
HR	13		1
CEO	14	1	
	737	28	81

HR Operations – New Hire Workforce Summary

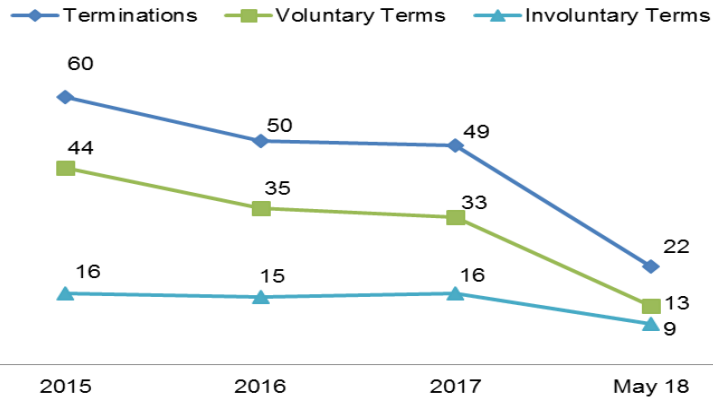


YTD May 2018 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	12	16
CIO	9	6
LEGAL	1	
COMM/GOV REL	1	1
CFO		3
HR		
CEO	1	1
	24	27

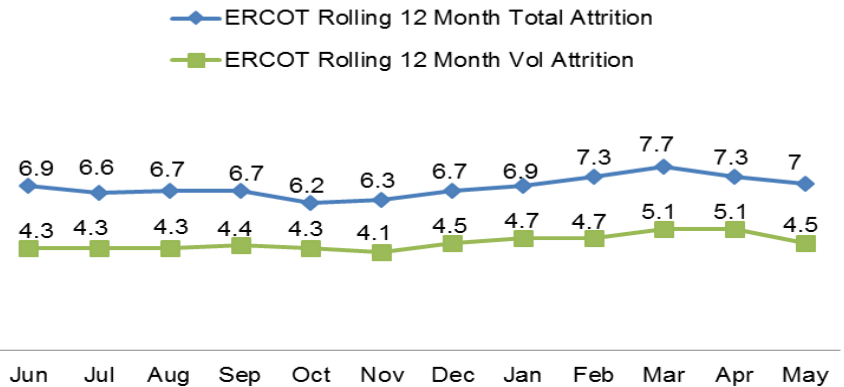
April		
Employer	City	State
National Instruments	Granger	TX
New York ISO	East Greenbush	NY
Cross Texas Transmission	San Marcos	TX
Contractor Conversion	Round Rock	TX
May		
Employer	City	State
Contractor Conversion	Round Rock	TX
Contractor Conversion	Austin	TX
CompuSharp, Inc.	Santa Clara	CA
University of Texas	Austin	TX
Contractor Conversion	The Woodlands	TX

HR Operations – Termination Workforce Summary

Employee Terminations



ERCOT - Attrition Rate



YTD May 2018 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	5	1	4	10
CIO	3	2	2	7
LEGAL	1			1
COMM/GOV REL	1	1		2
CFO	1	1		2
HR				0
CEO				0
	11	5	6	22

YTD May 2018 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	1	1	1	3	3	1	10
CIO	2			3	1	1	7
LEGAL				1			1
COMM/GOV REL			1	1			2
CFO				1		1	2
HR							0
CEO							0
	3	1	2	9	4	3	22