



Item 3: Human Resources Operations Report

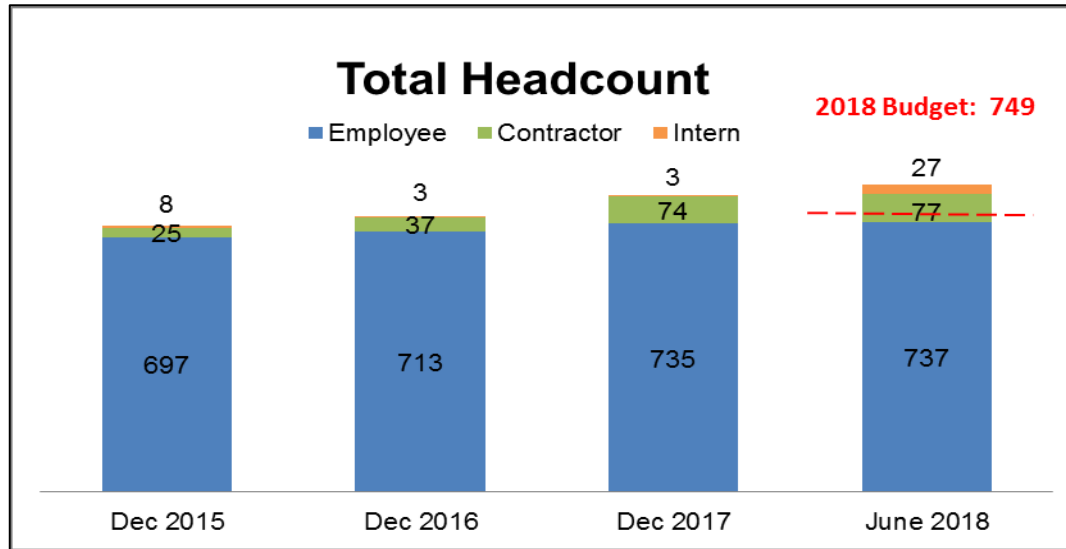
Diane M. Williams

Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public
August 6, 2018

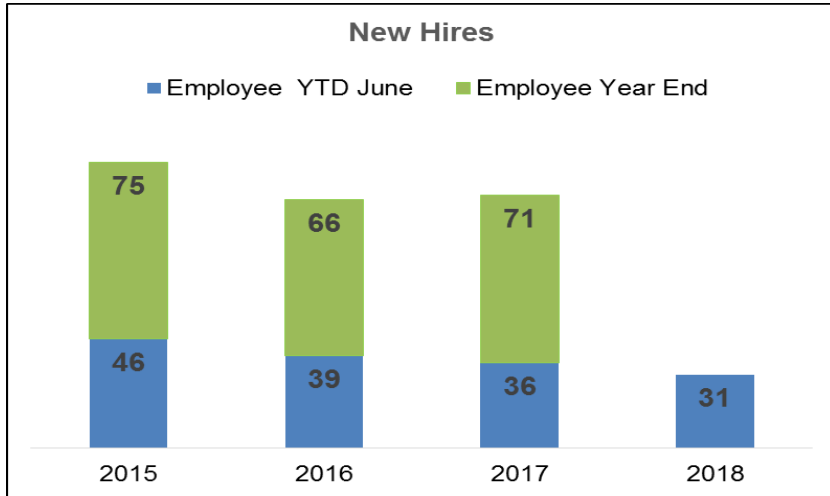
HR Operations – Headcount Workforce Summary



YTD June 2018 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	359	16	6
CIO	267	6	68
LEGAL	18		
COMM/GOV REL	37	1	
CFO	29	3	2
HR	13		1
CEO	14	1	
	737	27	77



HR Operations – New Hire Workforce Summary

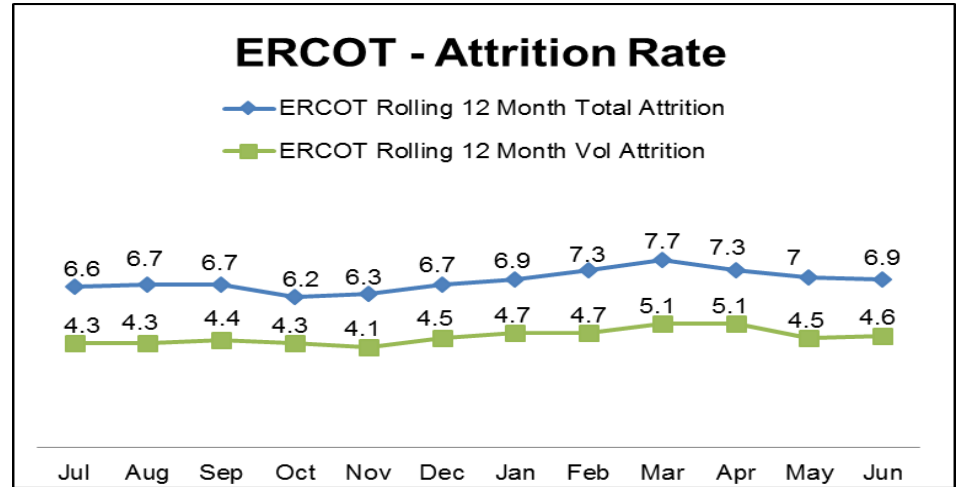
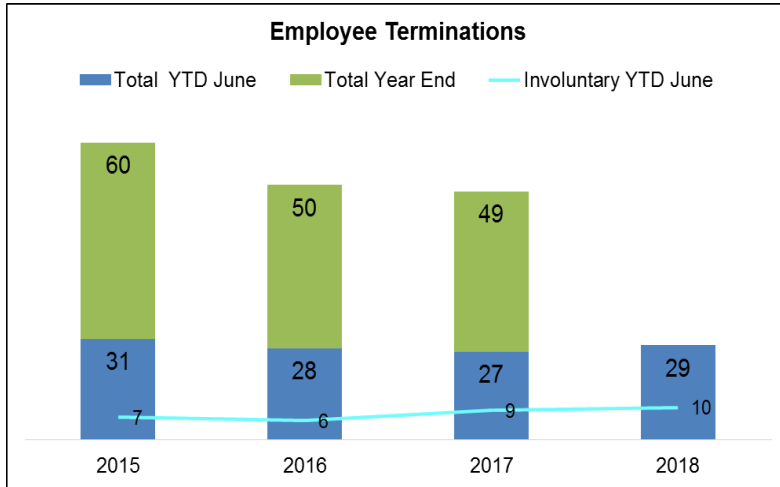


YTD June 2018 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	14	16
CIO	12	6
LEGAL	2	0
COMM/GOV REL	2	1
CFO	0	3
HR	0	0
CEO	1	1
	31	27

June		
Employer	City	State
Intern	College Station	TX
Recent Graduate	Texas City	TX
T-Mobile	Frisco	TX
Open Systems International, Inc.	Plymouth	MN
Texas Competitive Power Associates	Austin	TX
Access Sciences	Houston	TX
Intern	Austin	TX



HR Operations – Termination Workforce Summary



YTD June 2018 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	5	4	6	15
CIO	4	2	2	8
LEGAL	1			1
COMM/GOV REL	1	2		3
CFO	1	1		2
HR				0
CEO				0
	12	9	8	29

YTD June 2018 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	4	1	1	4	4	1	15
CIO	3			3	1	1	8
LEGAL				1			1
COMM/GOV REL	1		1	1			3
CFO				1		1	2
HR							0
CEO							0
	8	1	2	10	5	3	29

