



Item 3: Human Resources Operations Report

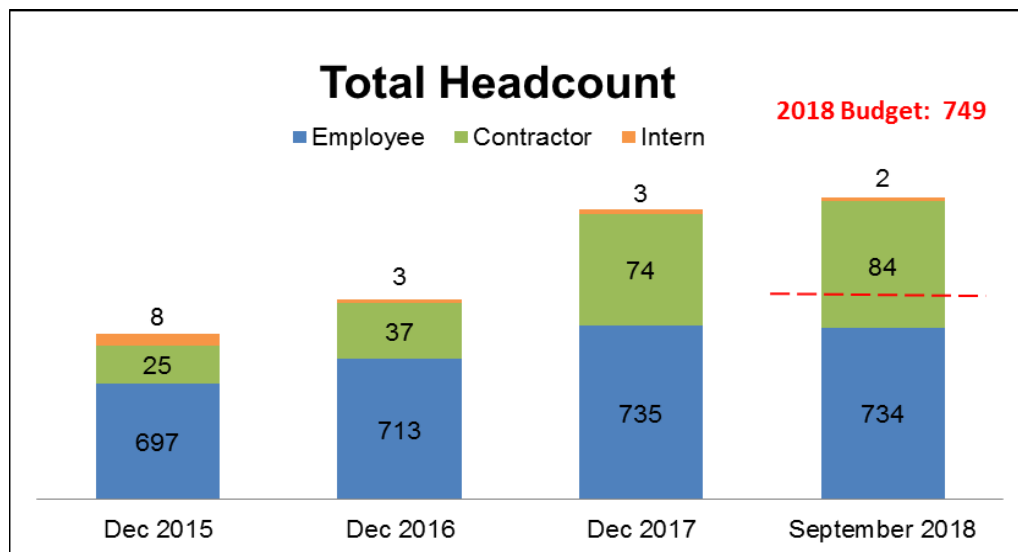
Diane M. Williams

Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public
October 8, 2018

HR Operations – Headcount Workforce Summary



YTD September 2018 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	359		8
CIO	268		73
LEGAL	16		
COMM/GOV REL	36		
CFO	28	2	2
HR	13		1
CEO	14		
	734	2	84



HR Operations – New Hire Workforce Summary

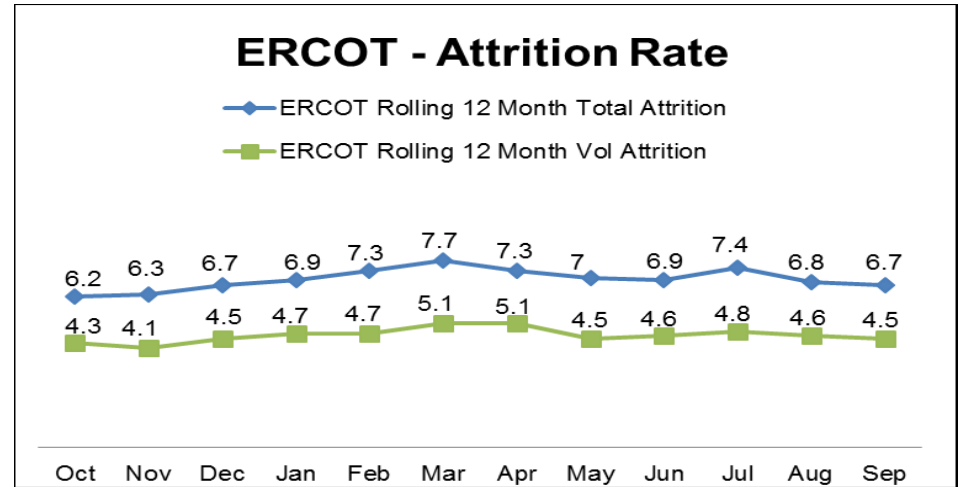
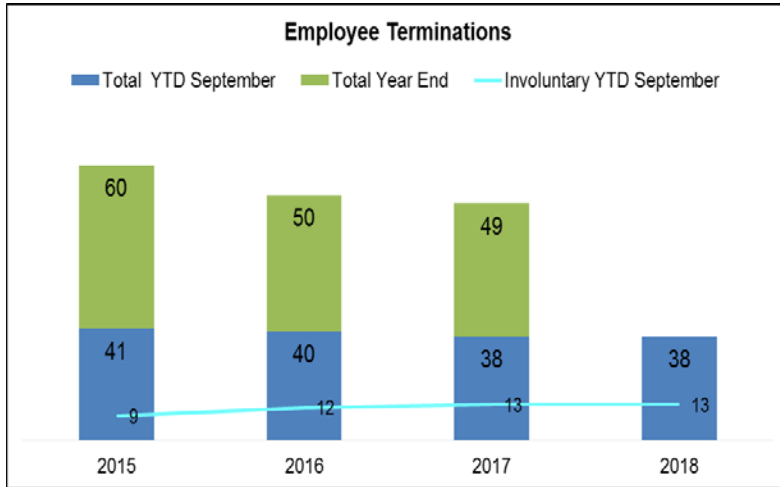


YTD September 2018 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	19	16
CIO	13	6
LEGAL	2	0
COMM/GOV REL	2	1
CFO	0	3
HR	0	0
CEO	1	1
	37	27

July		
Employer	City	State
Andrews International Security	Hutto	TX
Recent Graduate	Houston	TX
Sweetwater Sound	Pflugerville	TX
August		
Employer	City	State
Recent Graduate	El Paso	TX
September		
Employer	City	State
Recent Graduate	Goodyear	AZ
Contractor Conversion	Austin	TX



HR Operations – Termination Workforce Summary



YTD September 2018 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	6	8	6	20
CIO	4	2	2	8
LEGAL	1		2	3
COMM/GOV REL	2	2		4
CFO	1	1	1	3
HR				0
CEO				0
	14	13	11	38

YTD September 2018 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	7	1	1	4	4	3	20
CIO	3			3	1	1	8
LEGAL		1		2			3
COMM/GOV REL	1		1	2			4
CFO				2		1	3
HR							0
CEO							0
	11	2	2	13	5	5	38

