



Item 3: Human Resources Operations Report

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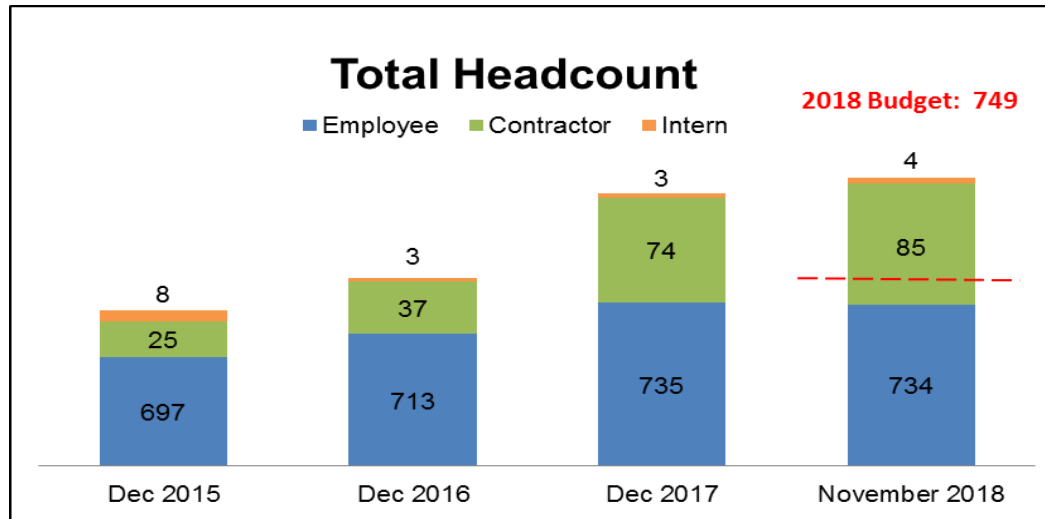
Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public

December 10, 2018

HR Operations – Headcount Workforce Summary



YTD November 2018 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
COO	357	1	12
CIO	268	1	70
LEGAL	17		
COMM/GOV REL	37		
CFO	28	2	2
HR	13		1
CEO	14		
	734	4	85



HR Operations – New Hire Workforce Summary

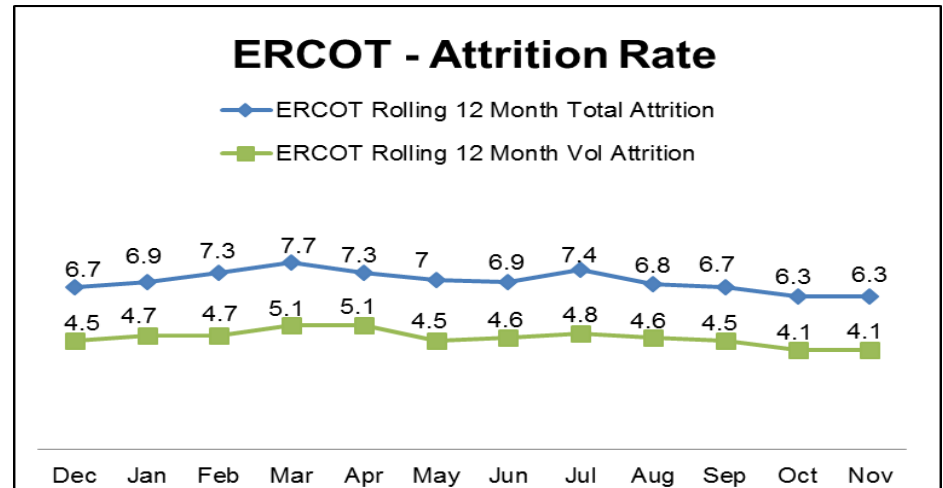
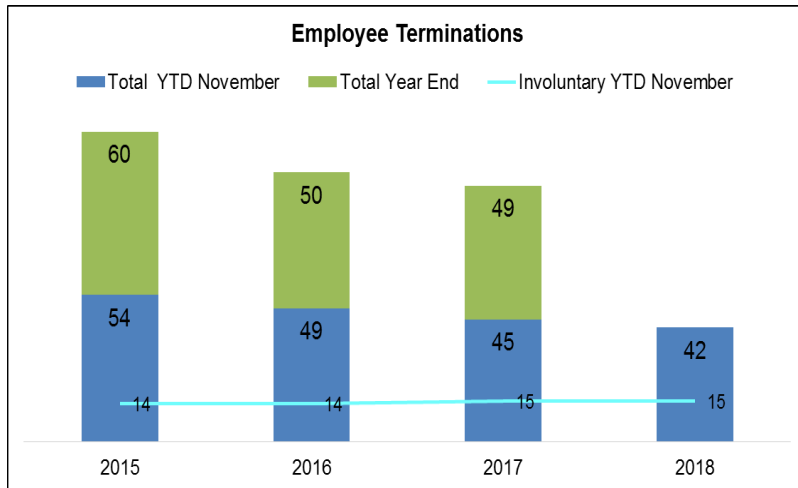


YTD November 2018 Summary		
Business Area	Employee New Hires	Intern New Hires
COO	22	17
CIO	13	7
LEGAL	3	0
COMM/GOV REL	2	1
CFO	0	3
HR	0	0
CEO	1	1
	41	29

October		
Employer	City	State
Oncor Electric	Ft. Worth	TX
Seton Northwest Hospital	Austin	TX
November		
Employer	City	State
Pinkerton	Austin	TX
Lloyd Gosselink Rockelle & Townsend	Kyle	TX



HR Operations – Termination Workforce Summary



YTD November 2018 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
COO	8	10	6	24
CIO	4	2	2	8
LEGAL	1		2	3
COMM/GOV REL	2	2		4
CFO	1	1	1	3
HR				0
CEO				0
	16	15	11	42

YTD November 2018 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
COO	7	1	1	6	4	5	24
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	15	5	7	42

