



Item 3: Human Resources Operations Report

Mara Spak

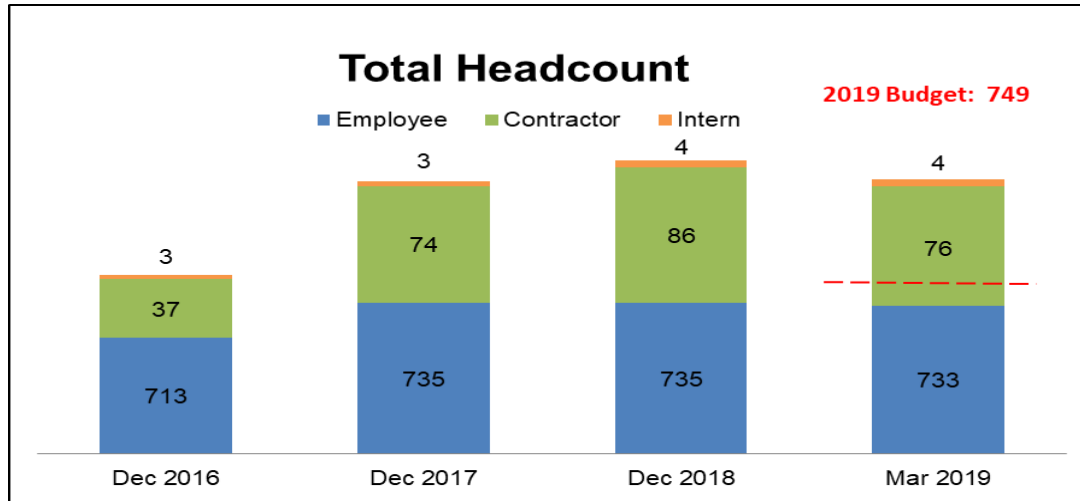
Senior Director, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public

April 8, 2019

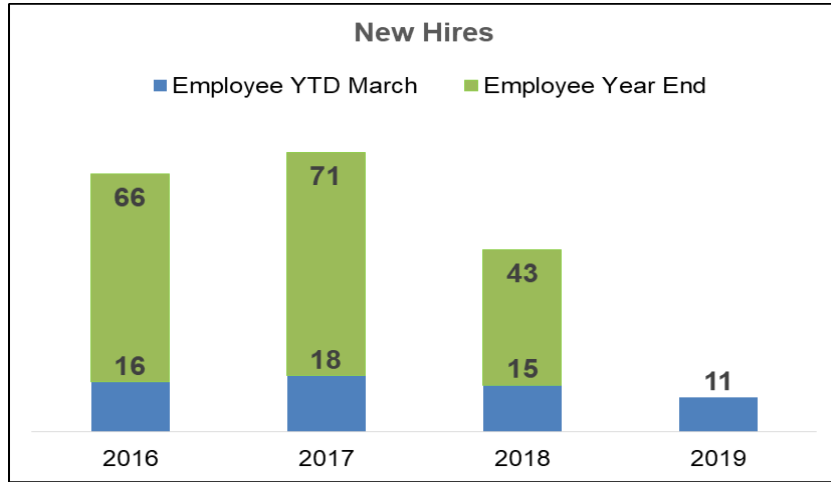
HR Operations – Headcount Workforce Summary



YTD March 2019 Summary			
Business Area	Employee Headcount	Intern Headcount	Contractor Headcount
CAO	80	1	20
CEO	13		
CIO	236	2	45
COMM/GOV REL	37		
COO	350	1	11
Legal	17		
	733	4	76



HR Operations – New Hire Workforce Summary



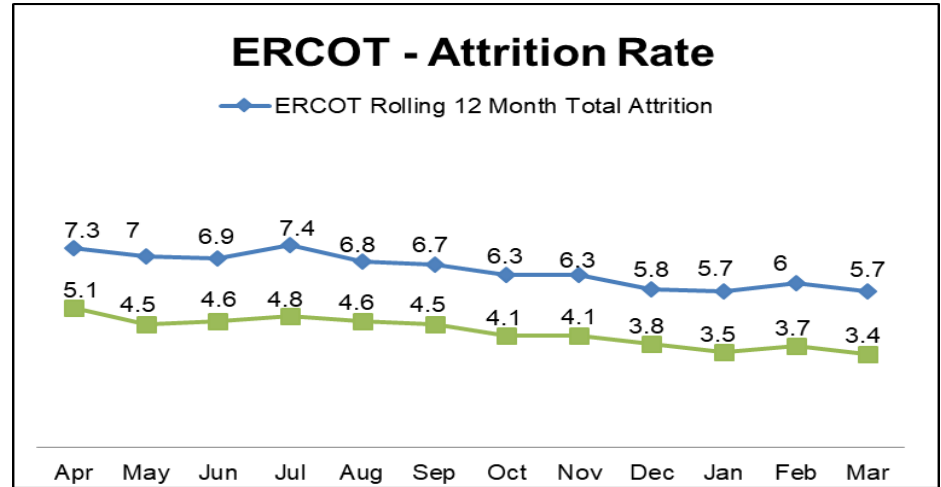
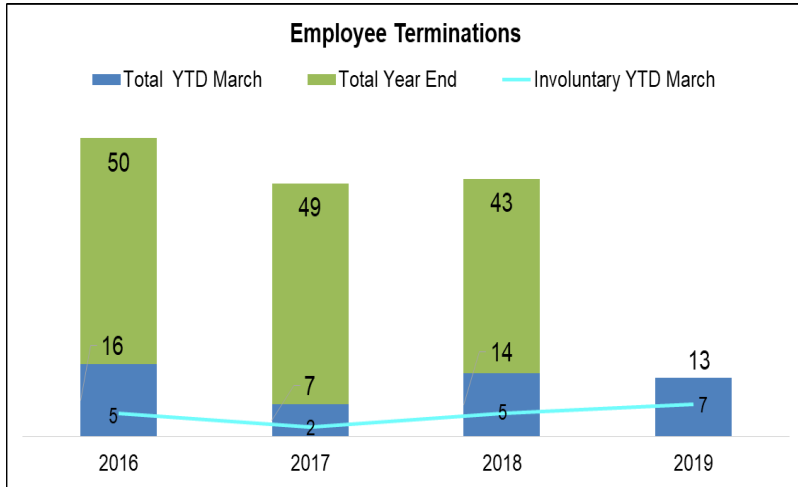
YTD March 2019 Summary		
Business Area	Employee New Hires	Intern New Hires
CAO	4	
CEO	1	
CIO		
COMM/GOV REL		
COO	6	
Legal		
	11	0

February		
Employer	City	State
University of South Carolina	West Columbia	SC
Booz Allen Hamilton	San Antonio	TX
Contractor Conversion	Austin	TX
Recent Graduate	Seabrook	TX

March		
Employer	City	State
Durcon	Taylor	TX
Contractor Conversion	Georgetown	TX
MailLift	Austin	TX



HR Operations – Termination Workforce Summary



YTD March 2019 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
CAO	1			1
CEO		1		1
CIO	2	1	4	7
COMM/GOV REL	1			1
COO	3			3
Legal				0
Totals	7	2	4	13

YTD March 2019 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
CAO	1						1
CEO					1		1
CIO	1	1		5			7
COMM/GOV REL				1			1
COO				1		2	3
Legal							0
Totals	2	1	0	7	1	2	13

