



Item 6: Human Resources Operations Report

Mara Spak

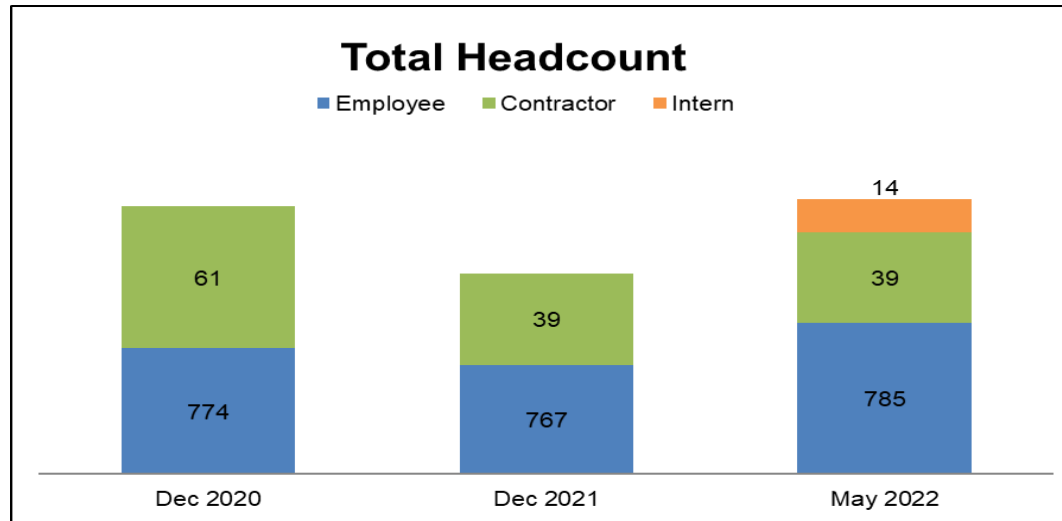
Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public

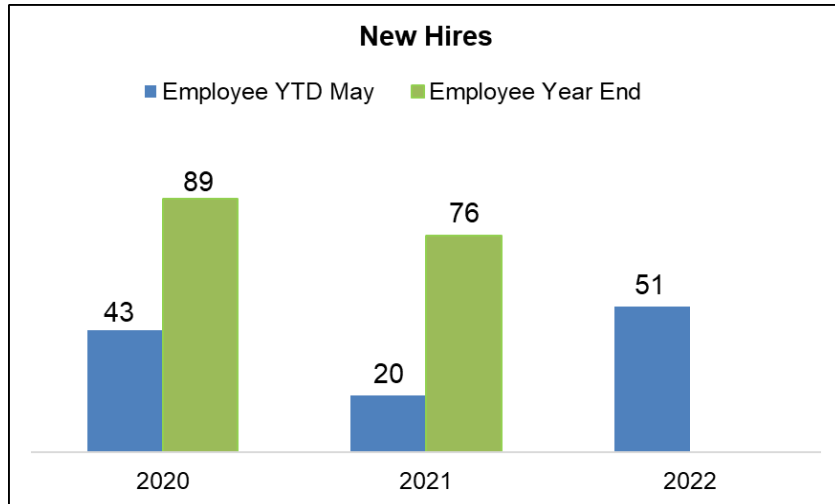
June 20, 2022

HR Operations – Headcount Workforce Summary



YTD May 2022 Headcount Summary			
Business Area	Employee	Intern	Contractor
CAO	150		9
CEO	14		
CIO	274	5	23
Com Ops	86	1	1
Comm/Gov Rel	34		
Legal	21		
System Ops	124	4	1
System Planning	82	4	5
	785	14	39

HR Operations – New Hire Workforce Summary



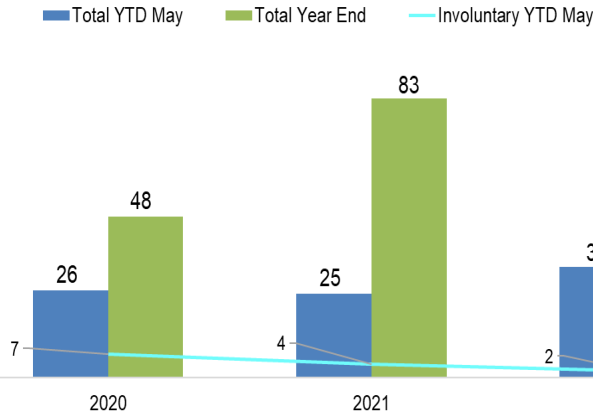
YTD May 2022 Summary		
Business Area	Employee New Hires	Intern New Hires
CAO	8	
CEO	1	
CIO	15	5
Com Ops	2	1
Comm/Gov Rel	3	
Legal	3	
System Ops	7	4
System Planning	12	4
	51	14

April		
Employer	City	State
JHU Dept of Mechanical Engineering	Houston	TX
AT&T Communications	Austin	TX
Westlake Chemical	Houston	TX
Contractor Conversion	Spring	TX
Texas RE	Austin	TX
Avancer Corporation	Irving	TX
KSU Academic Achievement Center	Forney	TX
Conduent State & Local Solutions, Inc	Germantown	MD
Diamond Logics Consulting	Round Rock	TX
Oklahoma State University	The Woodlands	TX

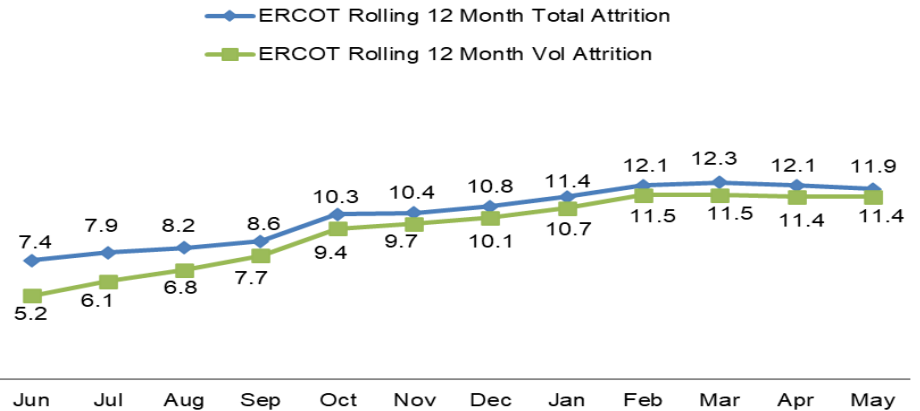
May		
Employer	City	State
Spectrum Charter	Bastrop	TX
South Tx Project Nuclear Operating Co	Bay City	TX
JP Morgan Chase & Co.	Katy	TX
CenterPoint Energy	Katy	TX
Siemens Gamesa Renewable Energy	Oriedo	FL
NewPort News Police	Jarrell	TX
Reliant/NRG Energy	Porter	TX
CenterPoint Energy	Pearland	TX
University of Texas - Austin	Manor	TX
Versant Health	San Antonio	TX

HR Operations – Termination Workforce Summary

Employee Terminations



ERCOT - Attrition Rate



YTD May 2022 Terms by Tenure

Business Area	0 - 3+	4+	10+	Totals
CAO	4	2	1	7
CEO		1		1
CIO	1	2	2	5
Com Ops	3	1	3	7
Comm/Gov Rel	1		1	2
Legal	1	1	1	3
System Ops	1	1		2
System Planning	1	3	2	6
	12	11	10	33

YTD May 2022 Terms by Reason

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
CAO	2	1	1		2	1	7
CEO	1						1
CIO	3	1				1	5
Com Ops	2	1		1	1	2	7
Comm/Gov Rel	2						2
Legal	3						3
System Ops		1		1			2
System Planning	4		2				6
	17	4	3	2	3	4	33