



Item 5: Human Resources Operations Report

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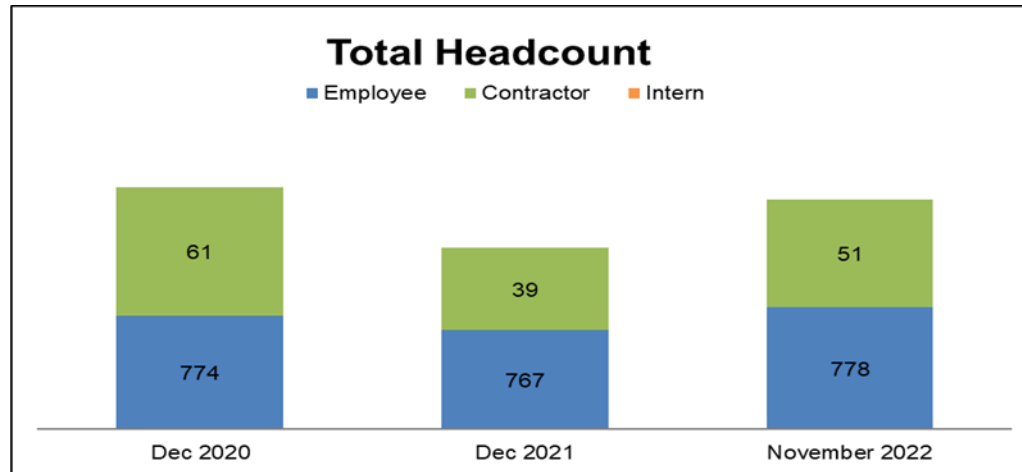
Vice President, Human Resources

Human Resources and Governance Committee Meeting

ERCOT Public

December 19, 2022

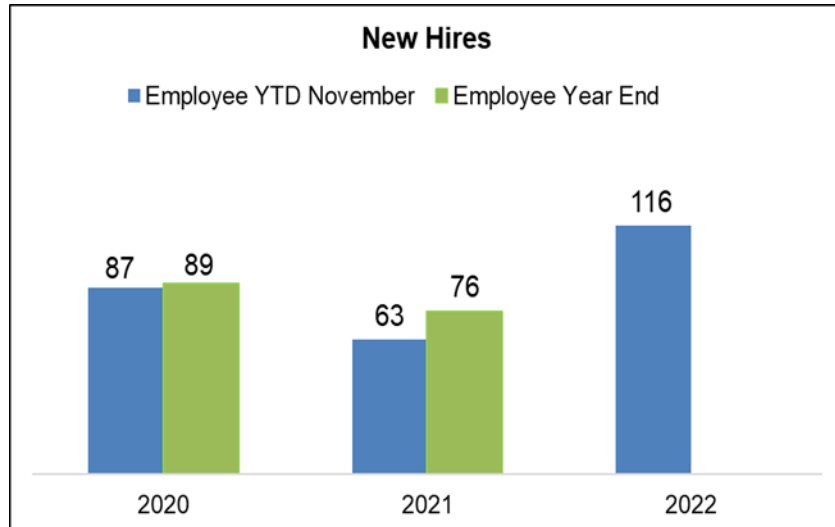
HR Operations – Headcount Workforce Summary



YTD November 2022 Headcount Summary			
Business Area	Employee	Intern	Contractor
CAO	147		16
CEO	14		
CIO	266		23
Com Ops	87		3
Public Affairs	34		2
Legal	21		
System Ops	120		2
System Planning	89		5
	778	0	51

- ERCOT's current vacancy rate is 11.6%
- HR is currently recruiting for 69 open FTE positions

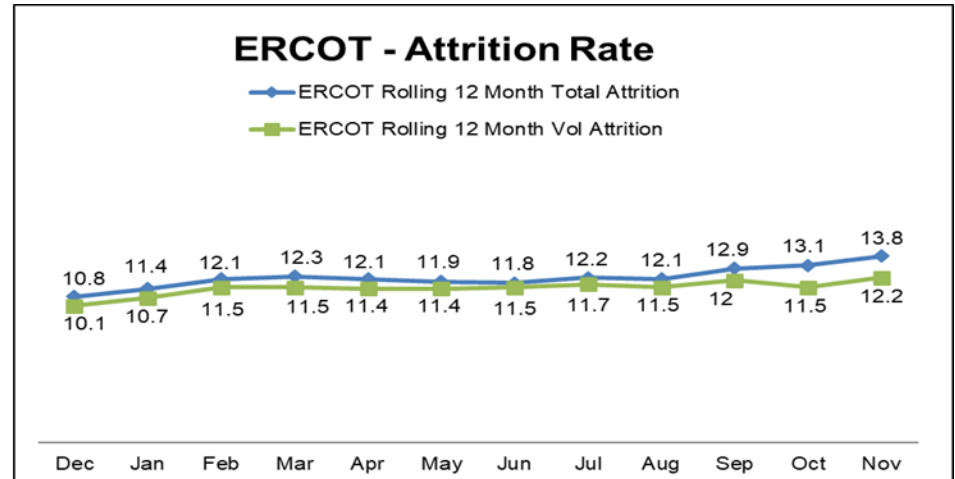
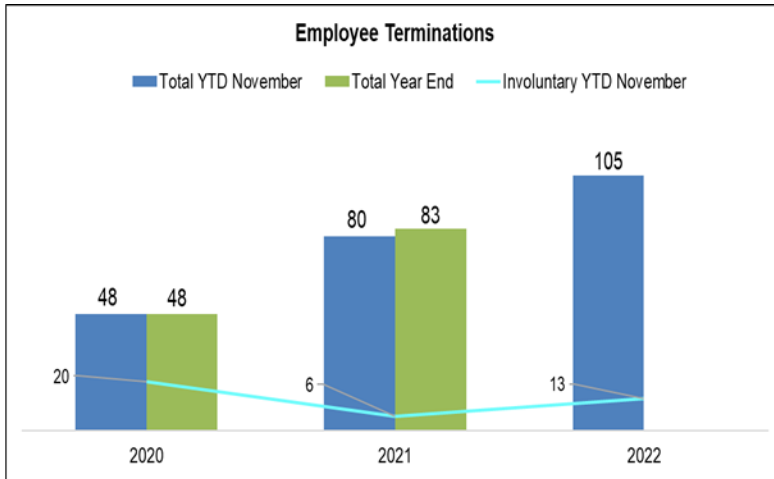
HR Operations – New Hire Workforce Summary



YTD November 2022 Summary		
Business Area	Employee New Hires	Intern New Hires
CAO	14	
CEO	2	
CIO	28	5
Com Ops	15	1
Public Affairs	7	
Legal	4	
System Ops	16	4
System Planning	30	5
	116	15

October		
Employer	City	State
NISOURCE	Dublin	OH
New York ISO	East Greenbush	NY
Engie North America	Houston	TX
Whole Foods Market	Austin	TX
AT&T	Austin	TX
November		
Employer	City	State
John Wiley & Sons	Edison	NJ
STP Nuclear Operating Company	Bay City	TX
Compunnel Software Group, Inc.	Prosper	TX
AEP Texas	Bee Cave	TX
Contractor Conversion	Pflugerville	TX
GE Digital	Melbourne	FL
Potomac Economics	Austin	TX
Independent Electricity System Operator	Burlington	Ontario CA
STP Nuclear Operating Company	Bay City	TX
STP Nuclear Operating Company	Bay City	TX
STP Nuclear Operating Company	Ganado	TX
STP Nuclear Operating Company	Lake Jackson	TX
GovOS	Round Rock	TX
Quanta Technology	Dublin	OH
California ISO	Melissa	TX
Texans for Greg Abbott	Cedar Park	TX
Siritek, Inc	McKinney	TX

HR Operations – Termination Workforce Summary



YTD November 2022 Terms by Tenure				
Business Area	0 - 3+	4+	10+	Totals
CAO	6	6	4	16
CEO	2	1	1	4
CIO	9	6	11	26
Com Ops	8	5	6	19
Public Affairs	1	2	1	4
Legal	2	1	1	4
System Ops	6	3	4	13
System Planning	5	11	3	19
	39	35	31	105

YTD November 2022 Terms by Reason							
Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
CAO	5	2	2	3	2	2	16
CEO	1	1			2		4
CIO	13	2		6	3	2	26
Com Ops	7	4		2	3	3	19
Public Affairs	3	1					4
Legal	4						4
System Ops	7	2		2	1	1	13
System Planning	12	4	2			1	19
	52	16	4	13	11	9	105

US Bureau of Labor Statistics: YTD September Attrition

US Attrition Rate: 35.5

Texas Attrition Rate: 36.2



HR Operations – Employee Exit Interview Summary

Employee Response Averages	
YTD November 2022	
5=Excellent, 4=Good, 3=Average, 2=Below Standards, 1=Poor	
Category	Response
Co-Workers	4.76
Supervisor/Manager	4.52
Benefits	4.52
Challenging Work Provided	4.52
Director/Executive	4.42
Human Resources	4.38
Facilities/Work Space	4.31
Corporate Culture	4.07
Recognition of Work Performed	4.00
Training	3.89
Location	3.64
Compensation	3.15
Promotional Opportunities	3.09

Top 3 Reasons Employees Appreciated ERCOT YTD November 2022
Co-Workers
Meaningful Work
Corporate Culture

% of Employees Who Would Recommend ERCOT to Others
2020 - 100%
2021 - 84%
YTD 2022 - 92%



HR Operations – Employee Exit Interview (cont'd)

Better Opportunity Term Reason - Subcategories

■ 2020 ■ 2021 ■ YTD November 2022

