

CO= M149641

u= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	3	0	61	2	0	6	0	0	38	3	0	1	0	0	114
FIRST/MID OFFICIALS & MGRS	40	17	980	58	0	24	4	9	359	37	0	10	4	6	1548
PROFESSIONALS	40	26	1174	72	1	59	9	14	719	73	1	30	6	11	2235
TECHNICIANS	17	12	450	39	2	3	2	3	315	41	1	6	0	8	899
SALES WORKERS	0	0	29	3	0	0	0	0	13	0	0	0	0	1	46
ADMINISTRATIVE SUPPORT	5	31	69	18	0	1	1	2	385	82	0	5	2	7	608
CRAFT WORKERS	66	5	1899	96	0	13	25	20	103	16	0	1	5	2	2251
OPERATIVES	42	5	892	63	1	1	13	11	81	5	0	1	4	0	1119
LABORERS & HELPERS	4	0	135	16	0	0	1	0	2	1	0	0	0	0	159
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	217	96	5689	367	4	107	55	59	2015	258	2	54	21	35	8979
PREVIOUS REPORT TOTAL	210	125	5487	353	4	101	57	54	2013	245	1	59	25	33	8767

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/16/2021 THRU 12/31/2021

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: Derek Pratt
EMAIL: derek.v.pratt@cmsenergy.com

EEO1 REPORT CONTACT PERSON: Derek Pratt
EMAIL: derek.v.pratt@cmsenergy.com

CERTIFIED DATE [EST]: 5/16/2022 10:09 PM

TITLE: Employee Relations and EEO Program Manager
PHONE: 216-387-9558

TITLE: Employee Relations and EEO Program Manager
PHONE: 216-387-9558

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

HEADQUARTERS REPORT

U= M149641

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	2	0	33	2	0	5	0	0	22	1	0	0	0	0	65
FIRST/MID OFFICIALS & MGRS	1	4	120	3	0	13	1	1	107	5	0	5	0	3	263
PROFESSIONALS	5	7	277	22	0	31	1	2	242	19	1	15	2	3	627
TECHNICIANS	0	0	3	0	0	0	0	0	5	1	0	0	0	0	9
SALES WORKERS	0	0	4	0	0	0	0	0	3	0	0	0	0	0	7
ADMINISTRATIVE SUPPORT	1	4	9	1	0	0	0	1	62	5	0	0	0	0	83
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	9	15	446	28	0	49	2	4	441	31	1	20	2	6	1054
PREVIOUS REPORT TOTAL															

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= J027104

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1325 WRIGHT AVE
ALMA, MI 48801

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	9	0	0	0	0	0	8	0	0	0	0	0	0	17
PROFESSIONALS	1	0	13	0	0	0	0	0	5	0	0	0	0	0	0	19
TECHNICIANS	0	0	9	0	0	0	0	0	5	0	0	0	0	0	0	14
SALES WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	1	2	0	1	0	0	0	0	31	0	0	0	0	0	0	35
CRAFT WORKERS	5	0	38	0	0	0	0	0	0	0	0	0	0	0	0	43
OPERATIVES	0	0	9	0	0	0	0	1	1	0	0	0	0	0	0	11
LABORERS & HELPERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	7	2	79	1	0	0	0	0	1	51	0	0	0	0	0	141
PREVIOUS REPORT TOTAL	6	2	84	1	0	0	0	0	1	60	0	0	0	0	0	154

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

u= FH11376

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
14500 DIXIE HWY
HOLLY, MI 48442

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	14	1	0	0	0	0	3	0	0	0	0	0	0	18
PROFESSIONALS	0	0	2	0	0	1	0	0	5	0	0	0	0	0	0	8
TECHNICIANS	1	0	6	0	0	0	0	0	5	0	0	0	0	0	0	12
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	3
CRAFT WORKERS	0	0	28	1	0	0	0	0	4	1	0	0	0	0	0	35
OPERATIVES	1	0	26	0	0	0	0	0	3	0	0	0	0	0	0	30
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	76	2	0	1	0	1	21	2	0	0	0	0	1	106
PREVIOUS REPORT TOTAL	2	1	80	2	0	1	0	1	16	2	0	0	0	0	1	106

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= P157205

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
330 CHESTNUT ST
CADILLAC, MI 49601

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 - Fossil Fuel Electric Power
Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	11	0	0	0	0	0	2	0	0	0	0	0	0	13
PROFESSIONALS	0	0	8	0	0	0	0	0	8	0	0	0	0	0	0	16
TECHNICIANS	0	0	7	0	0	0	0	0	4	0	0	0	0	0	0	11
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	26	0	0	0	0	0	0	0	0	0	0	0	0	26
OPERATIVES	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	58	0	0	0	0	0	17	0	0	0	0	0	0	75
PREVIOUS REPORT TOTAL	0	0	45	0	0	0	0	0	12	0	0	0	0	0	0	57

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= 1166055

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
3201 E COURT ST
FLINT, MI 48501

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	3	0	37	3	0	0	1	0	11	2	0	0	0	0	0	57
PROFESSIONALS	0	1	40	3	0	1	0	1	13	1	0	0	0	0	0	60
TECHNICIANS	3	1	20	2	0	0	0	0	27	3	0	1	0	0	0	57
SALES WORKERS	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3
ADMINISTRATIVE SUPPORT	0	1	2	2	0	0	0	0	15	4	0	0	0	0	0	24
CRAFT WORKERS	4	0	110	16	0	2	2	2	15	2	0	0	0	0	0	153
OPERATIVES	1	1	61	3	0	0	0	0	10	0	0	0	1	0	0	77
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	11	4	270	29	0	3	3	3	94	12	0	1	1	0	0	431
PREVIOUS REPORT TOTAL	7	3	229	27	0	3	3	2	84	11	0	1	1	0	0	371

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= M664276

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1945 W PARNALL RD
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	12	0	0	1	0	0	6	1	0	1	0	0	21
FIRST/MID OFFICIALS & MGRS	6	4	146	3	0	4	0	1	50	3	0	1	1	0	219
PROFESSIONALS	9	2	264	15	0	13	4	5	151	10	0	7	2	1	483
TECHNICIANS	0	0	37	2	0	0	0	1	32	0	0	0	0	1	73
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	7	0	0	0	0	0	20	0	0	0	0	0	27
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	15	6	467	20	0	18	4	7	259	14	0	9	3	2	824
PREVIOUS REPORT TOTAL	9	6	381	22	0	14	2	3	181	11	0	11	3	1	644

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

u= FT51708

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4100 WEST M76
WEST BRANCH, MI 48661

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	8	0	0	0	0	0	2	0	0	0	0	0	0	10
PROFESSIONALS	0	0	8	0	0	0	0	0	5	0	0	0	0	0	0	13
TECHNICIANS	0	0	13	0	0	0	0	0	3	0	0	0	0	0	0	16
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	41	0	0	0	1	0	2	0	0	0	1	0	0	45
OPERATIVES	0	0	3	0	0	0	0	0	2	0	0	0	0	0	0	5
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	74	0	0	0	1	0	17	0	0	0	1	0	0	93
PREVIOUS REPORT TOTAL	0	0	62	0	0	0	1	0	16	0	0	0	1	0	0	80

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= J027073

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2613 E MAUMEE ST
ADRIAN, MI 49221

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
PROFESSIONALS	1	0	4	0	0	0	0	0	5	0	0	0	0	0	0	10
TECHNICIANS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
CRAFT WORKERS	1	0	42	1	0	0	1	0	0	0	0	0	0	0	0	45
OPERATIVES	0	0	6	1	0	0	0	0	0	0	0	0	0	0	0	7
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	1	58	2	0	0	1	0	6	0	0	0	0	0	0	70
PREVIOUS REPORT TOTAL	2	0	60	2	0	0	1	0	7	0	0	0	0	0	0	72

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= J027084

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
35350 KELLY RD
MOUNT CLEMENS, MI 48043

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	10	5	0	1	0	1	5	2	0	0	1	0	25	
PROFESSIONALS	0	0	8	0	0	0	0	0	8	1	0	0	0	0	17	
TECHNICIANS	0	0	7	0	0	0	0	0	7	2	0	0	0	1	17	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	
CRAFT WORKERS	1	0	43	10	0	1	1	0	10	2	0	0	2	0	70	
OPERATIVES	1	0	45	4	0	0	0	0	3	1	0	0	0	0	54	
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	2	0	114	19	0	2	1	1	35	8	0	0	3	1	186	
PREVIOUS REPORT TOTAL	2	0	116	19	0	2	2	0	35	9	0	0	3	2	190	

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= P157214

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1100 E WASHINGTON
GREENVILLE, MI 48838

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	6	1	0	0	0	0	0	0	0	0	0	0	0	7
PROFESSIONALS	0	0	4	0	0	0	0	0	1	0	0	0	0	0	0	5
TECHNICIANS	0	0	3	0	0	0	0	0	3	0	0	0	0	0	0	6
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	27	0	0	0	2	0	2	0	0	0	0	0	0	31
OPERATIVES	0	0	5	0	0	0	0	0	1	0	0	0	0	0	0	6
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	45	1	0	0	2	0	8	0	0	0	0	0	0	56
PREVIOUS REPORT TOTAL	0	0	43	0	0	0	2	0	6	0	0	0	0	0	0	51

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= 1166143

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4600 COOLIDGE HWY
STE CE
ROYAL OAK, MI 48068

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
FIRST/MID OFFICIALS & MGRS	1	0	17	6	0	1	0	1	16	9	0	0	0	0	51
PROFESSIONALS	4	3	16	7	0	2	0	0	21	12	0	0	0	0	65
TECHNICIANS	2	1	24	10	0	0	0	0	17	16	0	1	0	2	73
SALES WORKERS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	1	5	9	0	0	0	0	12	26	0	1	0	1	55
CRAFT WORKERS	1	0	30	19	0	2	0	2	7	3	0	0	0	0	64
OPERATIVES	2	0	38	17	0	0	0	1	10	0	0	0	0	0	68
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	10	5	132	69	0	5	0	4	84	66	0	2	0	3	380
PREVIOUS REPORT TOTAL	7	3	132	70	0	3	0	3	72	69	0	2	0	0	361

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= J027095

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
11801 FARMINGTON RD
LIVONIA, MI 48151

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****					***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	2	0	0	0	0	0	3
FIRST/MID OFFICIALS & MGRS	2	1	23	6	0	1	0	1	8	5	0	1	0	1	49
PROFESSIONALS	0	4	19	11	0	2	0	1	15	11	0	1	0	1	65
TECHNICIANS	1	1	5	2	0	0	0	0	5	3	0	0	0	0	17
SALES WORKERS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	5	1	0	0	0	0	7
CRAFT WORKERS	2	0	34	7	0	0	0	1	8	4	0	0	1	0	57
OPERATIVES	0	1	36	6	0	0	0	0	2	0	0	0	0	0	45
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	5	7	122	32	0	3	0	3	45	24	0	2	1	2	246
PREVIOUS REPORT TOTAL	7	6	111	29	0	1	0	3	38	18	0	3	1	2	219

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= GP12303

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
3030 M 40
HAMILTON, MI 49419

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
PROFESSIONALS	0	0	2	0	0	0	0	0	2	0	0	1	0	0	0	5
TECHNICIANS	0	0	10	0	0	0	0	0	1	1	0	0	0	0	0	12
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	42	0	0	0	0	0	1	1	0	0	0	0	0	44
OPERATIVES	0	0	1	0	0	0	1	1	1	0	0	0	0	0	0	4
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	58	0	0	0	1	2	6	1	0	1	0	0	0	69
PREVIOUS REPORT TOTAL	0	0	47	0	0	0	1	1	6	0	0	0	0	0	0	55

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= 1166090

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
530 W WILLOW
LANSING, MI 48901

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	3	0	0	0	0	0	1	1	0	0	0	0	5
FIRST/MID OFFICIALS & MGRS	3	0	35	2	0	0	0	0	24	5	0	0	0	1	70
PROFESSIONALS	2	2	34	0	0	1	0	0	33	3	0	1	0	3	79
TECHNICIANS	1	0	21	3	0	0	0	0	17	0	1	0	0	1	44
SALES WORKERS	0	0	4	1	0	0	0	0	2	0	0	0	0	0	7
ADMINISTRATIVE SUPPORT	0	11	16	1	0	1	1	0	47	13	0	1	1	3	95
CRAFT WORKERS	5	1	93	2	0	0	1	1	1	0	0	1	0	0	105
OPERATIVES	4	0	31	0	0	0	0	0	5	0	0	0	0	0	40
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	15	14	237	9	0	2	2	1	130	22	1	3	1	8	445
PREVIOUS REPORT TOTAL	14	11	218	11	0	1	3	1	114	19	0	2	2	3	399

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= I767252

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1235 POST DRIVE
BELMONT, MI 49306

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	9	0	0	0	0	0	3	0	0	0	0	0	0	12
PROFESSIONALS	1	0	0	0	0	0	0	0	5	0	0	0	0	0	0	6
TECHNICIANS	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	4
CRAFT WORKERS	1	0	22	0	0	0	1	0	1	0	0	0	0	0	0	25
OPERATIVES	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	1	36	0	0	0	2	0	13	0	0	0	0	0	0	54
PREVIOUS REPORT TOTAL	2	0	30	0	0	0	2	0	6	0	0	0	0	0	0	40

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= J027062

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1955 W PARNALL RD
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	1	0	27	3	0	1	0	0	7	0	0	1	0	0	0	40
PROFESSIONALS	1	2	18	0	0	2	0	0	22	0	0	1	0	0	0	46
TECHNICIANS	0	0	27	5	0	0	0	1	29	3	0	1	0	0	0	66
SALES WORKERS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
ADMINISTRATIVE SUPPORT	0	0	0	1	0	0	0	0	8	0	0	0	0	0	0	9
CRAFT WORKERS	5	0	84	1	0	1	2	1	2	0	0	0	0	0	0	96
OPERATIVES	3	0	28	3	0	0	0	1	6	0	0	0	0	0	0	41
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	10	2	187	13	0	4	2	3	75	3	0	3	0	0	0	302
PREVIOUS REPORT TOTAL	9	0	172	12	0	2	2	1	65	6	0	1	0	0	0	270

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= M664364

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
10021 MARINE CITY HWY
IRA, MI 48023

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	1	6	1	0	0	0	0	0	0	0	0	0	0	0	8
PROFESSIONALS	0	0	6	1	0	0	0	0	1	0	0	0	0	0	0	8
TECHNICIANS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	23	0	0	0	0	0	0	0	0	0	0	0	0	23
OPERATIVES	0	0	6	0	0	0	0	0	2	0	0	0	0	0	0	8
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	1	43	2	0	0	0	0	4	0	0	0	0	0	0	50
PREVIOUS REPORT TOTAL	0	1	37	1	0	0	0	0	4	0	0	0	0	0	0	43

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= 1166121

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
821 HASTINGS ST
TRAVERSE CITY, MI 49684

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	1	1	13	0	0	0	0	0	2	0	0	0	0	0	17
PROFESSIONALS	0	0	13	0	0	0	0	0	7	0	0	0	0	0	20
TECHNICIANS	0	0	9	0	0	0	0	0	2	0	0	0	0	1	12
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3
CRAFT WORKERS	0	0	48	1	0	0	1	0	1	0	0	0	0	0	51
OPERATIVES	0	0	2	0	0	0	0	0	2	0	0	0	1	0	5
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	1	86	1	0	0	1	0	18	0	0	0	1	1	110
PREVIOUS REPORT TOTAL	0	1	86	1	0	0	1	1	14	0	0	0	1	1	106

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= W327172

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
16900 POLK ST
WEST OLIVE, MI 49460

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****					***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
FIRST/MID OFFICIALS & MGRS	0	0	26	0	0	0	0	0	4	0	0	0	0	0	30
PROFESSIONALS	0	0	33	0	0	0	0	0	10	0	0	0	0	0	43
TECHNICIANS	0	0	4	0	0	0	0	0	1	1	0	0	0	0	6
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
CRAFT WORKERS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	68	0	0	0	0	0	15	1	0	1	0	0	85
PREVIOUS REPORT TOTAL	0	0	72	0	0	0	0	0	17	1	0	1	0	0	91

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

u= FH11332

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
6543 W BUTTERFIELD HWY
BELLEVUE, MI 49021

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	18	0	0	0	0	0	1	0	0	0	0	0	0	19
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	2	0	54	0	0	0	2	1	0	0	0	0	0	0	0	59
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	74	0	0	0	2	1	1	0	0	0	0	0	0	80
PREVIOUS REPORT TOTAL	3	0	104	2	0	0	2	3	0	0	0	0	0	0	0	114

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= J027126

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1100 WASHINGTON ST
MIDLAND, MI 48640

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	6	1	0	0	0	0	5	0	0	0	0	0	0	12
PROFESSIONALS	1	0	4	0	0	0	0	0	3	0	0	0	1	0	0	9
TECHNICIANS	1	0	8	0	0	0	0	0	4	0	0	0	0	0	0	13
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	1	1	32	2	0	1	0	0	2	0	0	0	0	0	0	39
OPERATIVES	0	1	9	0	0	0	0	0	0	0	0	0	0	0	0	10
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	2	60	3	0	1	0	0	15	0	0	0	1	0	0	85
PREVIOUS REPORT TOTAL	1	2	50	2	0	1	0	0	12	0	0	0	1	0	0	69

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= M664302

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2742 NORTH WEADOCK HWY
ESSEXVILLE, MI 48732

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	2	0	48	1	0	0	1	0	4	0	0	0	0	0	0	56
PROFESSIONALS	0	0	33	0	0	2	1	0	10	0	0	0	0	0	0	46
TECHNICIANS	1	0	11	0	0	0	0	0	6	0	0	0	0	0	0	18
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4
CRAFT WORKERS	4	0	83	0	0	0	1	0	3	0	0	0	0	0	0	91
OPERATIVES	2	0	30	0	0	0	1	0	3	0	0	0	0	0	0	36
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	9	0	205	1	0	2	4	0	30	0	0	0	0	0	0	251
PREVIOUS REPORT TOTAL	11	0	221	2	0	2	5	1	33	2	0	0	0	0	0	277

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= M664331

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
17000 CROSWELL ST
WEST OLIVE, MI 49460

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	3	0	41	5	0	0	0	1	8	0	0	1	0	0	0	59
PROFESSIONALS	1	0	21	0	0	0	0	0	2	0	0	0	0	0	0	24
TECHNICIANS	0	0	17	1	0	0	0	0	2	0	0	1	0	0	0	21
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	1	0	0	0	0	0	0	6	0	0	0	0	0	0	7
CRAFT WORKERS	7	1	105	5	0	0	2	2	8	1	0	0	1	0	0	132
OPERATIVES	2	2	44	4	0	0	0	2	1	0	0	0	0	0	0	55
LABORERS & HELPERS	0	0	12	1	0	0	0	0	0	0	0	0	0	0	0	13
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	13	4	240	16	0	0	2	5	27	1	0	2	1	0	0	311
PREVIOUS REPORT TOTAL	11	3	238	18	0	0	3	5	30	1	0	2	1	0	0	312

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

u= FH11387

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4484 PRODUCT DR
WIXOM, MI 48393

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****					***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	28	0	0	0	1	1	2	0	0	0	0	1	33
PROFESSIONALS	0	0	0	1	0	0	0	0	0	1	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
OPERATIVES	10	0	221	15	0	0	5	3	0	0	0	0	0	0	254
LABORERS & HELPERS	4	0	117	15	0	0	1	0	2	1	0	0	0	0	140
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	14	0	369	31	0	0	7	4	4	2	0	0	0	1	432
PREVIOUS REPORT TOTAL	15	0	307	17	0	0	8	5	4	1	0	1	0	1	359

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= J027051

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
311 E MICHIGAN AVE
BATTLE CREEK, MI 49017

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	4	0	0	0	0	0	5	0	0	0	0	0	10
PROFESSIONALS	0	0	11	0	0	0	0	0	4	2	0	0	0	0	17
TECHNICIANS	0	0	3	0	0	0	0	0	4	0	0	0	0	0	7
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3
CRAFT WORKERS	0	0	57	2	0	0	0	0	1	0	0	0	0	1	61
OPERATIVES	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	81	2	0	0	0	0	17	2	0	0	0	1	104
PREVIOUS REPORT TOTAL	3	1	69	2	0	0	0	1	16	2	0	0	0	1	95

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= 1166110

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2400 WEISS ST
SAGINAW, MI 48602

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	3	37	2	0	0	0	0	24	3	0	0	0	0	0	69
PROFESSIONALS	2	1	27	1	0	0	1	0	30	1	0	0	0	0	1	64
TECHNICIANS	1	2	26	2	1	0	0	0	41	4	0	0	0	0	0	77
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	3	3	9	2	0	0	0	1	52	14	0	1	0	0	0	85
CRAFT WORKERS	4	0	64	3	0	1	0	1	3	0	0	0	0	0	0	76
OPERATIVES	5	0	25	0	1	0	0	0	1	1	0	0	0	0	0	33
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	15	9	190	10	2	1	1	2	151	23	0	1	0	1	0	406
PREVIOUS REPORT TOTAL	14	10	176	8	1	2	1	2	144	21	0	1	0	0	2	382

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= I767186

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
PO BOX 476
LUDINGTON, MI 49431

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221111 - Hydroelectric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	5	0	0	0	0	0	1	0	0	0	0	0	0	7
PROFESSIONALS	1	0	11	1	0	0	0	0	1	0	0	1	0	0	0	15
TECHNICIANS	0	0	4	0	0	0	0	0	1	0	0	0	0	0	0	5
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
CRAFT WORKERS	1	0	22	0	0	0	1	0	0	0	0	0	0	0	0	24
OPERATIVES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	0	44	1	0	0	1	0	5	0	0	1	0	0	0	55
PREVIOUS REPORT TOTAL	3	1	43	1	0	0	0	0	3	0	0	1	0	0	0	52

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= M664287

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1935 W PARNALL RD
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	11	0	0	0	0	0	1	0	0	0	0	0	12
PROFESSIONALS	4	0	48	4	1	1	0	0	9	1	0	1	0	0	69
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	3	0	0	0	0	0	2	1	0	0	0	0	6
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	4	0	62	4	1	1	0	0	13	2	0	1	0	0	88
PREVIOUS REPORT TOTAL	3	0	60	2	0	2	0	0	12	2	0	1	0	0	82

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= J027115

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4141 E WILDER RD
BAY CITY, MI 48706

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	2	23	0	0	0	0	0	7	0	0	0	0	0	0	32
PROFESSIONALS	0	0	29	0	0	0	1	1	16	1	0	0	0	0	0	48
TECHNICIANS	0	1	15	0	0	0	0	0	6	0	0	0	0	0	0	22
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3
CRAFT WORKERS	1	0	42	0	0	0	1	0	2	0	0	0	0	0	0	46
OPERATIVES	1	0	11	0	0	0	0	0	0	0	0	0	0	0	0	12
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	3	121	0	0	0	2	1	34	1	0	0	0	0	0	164
PREVIOUS REPORT TOTAL	5	2	111	1	0	0	2	0	32	0	0	0	0	0	0	153

SECTION F - REMARKS

CO= M149641

U= 1166088

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2500 E CORK ST
KALAMAZOO, MI 49001

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	31	6	0	0	0	1	5	1	0	0	0	0	0	45
PROFESSIONALS	2	0	28	2	0	0	0	2	7	0	0	0	0	0	0	41
TECHNICIANS	2	1	14	2	0	2	1	0	5	1	0	1	0	0	0	29
SALES WORKERS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	3	1	0	0	0	0	0	5
CRAFT WORKERS	3	0	94	6	0	2	1	0	1	0	0	0	0	0	0	107
OPERATIVES	0	0	22	2	0	0	1	0	4	0	0	0	0	0	0	29
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	8	1	192	18	0	4	3	3	25	3	0	1	0	0	0	258
PREVIOUS REPORT TOTAL	6	1	183	17	0	4	1	1	28	2	0	0	0	0	0	243

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= 1166066

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4000 CLAY AVE SW
GRAND RAPIDS, MI 49548

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	1	0	2	0	0	0	0	0	1	0	0	0	0	0	4
FIRST/MID OFFICIALS & MGRS	6	1	53	3	0	0	0	0	17	1	0	0	0	0	81
PROFESSIONALS	5	1	80	1	0	2	0	1	28	6	0	1	0	1	126
TECHNICIANS	1	4	41	5	0	1	0	0	44	4	0	1	0	2	103
SALES WORKERS	0	0	7	1	0	0	0	0	0	0	0	0	0	1	9
ADMINISTRATIVE SUPPORT	0	5	10	0	0	0	0	0	56	15	0	1	0	2	89
CRAFT WORKERS	7	1	88	4	0	2	1	4	4	0	0	0	0	0	111
OPERATIVES	1	0	27	3	0	0	0	0	3	2	0	1	0	0	37
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	21	12	308	17	0	5	1	5	153	28	0	4	0	6	560
PREVIOUS REPORT TOTAL	17	11	275	19	0	5	1	5	146	22	0	5	1	4	511

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= B230294

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1000 GRAND OAKS
HOWELL, MI 48843

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****					***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	7	1	0	0	0	0	3	0	0	0	0	0	11
PROFESSIONALS	0	0	4	0	0	0	0	0	5	0	0	0	0	0	9
TECHNICIANS	0	0	2	0	0	0	0	0	5	0	0	0	0	0	7
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
CRAFT WORKERS	0	0	18	0	0	0	0	0	2	0	0	0	0	0	20
OPERATIVES	0	0	19	1	0	0	0	0	5	0	0	0	0	0	25
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	50	2	0	0	0	0	23	0	0	0	0	0	75
PREVIOUS REPORT TOTAL	0	0	46	2	0	1	0	0	23	0	0	0	0	0	72

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= JO63402

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
11556 DIXIE HWY
BIRCH RUN, MI 48415

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	20	1	0	0	0	1	2	0	0	0	1	0	0	26
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
OPERATIVES	6	0	64	1	0	0	1	0	3	0	0	0	0	0	0	75
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	7	0	87	2	0	0	1	1	6	0	0	0	1	0	0	105
PREVIOUS REPORT TOTAL	8	1	117	3	1	0	1	1	8	0	0	0	1	0	0	141

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= P157223

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1801 W MAIN STREET
OWOSSO, MI 48867

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	8	0	0	0	0	0	3	1	0	0	0	0	0	12
PROFESSIONALS	0	0	9	0	0	0	0	0	3	0	0	1	0	0	0	13
TECHNICIANS	0	0	5	0	1	0	0	0	4	0	0	0	0	0	0	10
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	2	0	0	0	0	0	3	0	0	0	0	0	0	5
CRAFT WORKERS	2	0	31	0	0	0	0	0	1	0	0	0	0	0	0	34
OPERATIVES	0	0	7	0	0	0	0	0	0	0	0	0	1	0	0	8
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	62	0	1	0	0	0	14	1	0	1	1	1	0	82
PREVIOUS REPORT TOTAL	2	0	56	0	0	0	0	0	13	1	0	1	1	0	0	74

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= M664254

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
135 W TRAIL ST
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
PROFESSIONALS	0	0	16	0	0	1	0	0	4	0	0	0	0	0	0	21
TECHNICIANS	1	1	21	2	0	0	0	0	8	0	0	0	0	0	0	33
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	8
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	1	51	2	0	1	0	0	15	0	0	0	0	0	0	71
PREVIOUS REPORT TOTAL	1	0	55	2	0	1	0	0	13	0	0	0	0	0	0	72

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= A515734

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1125 WEST GREEN STREET
HASTINGS, MI 49058

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****					***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	2	0	0	0	0	0	2	0	0	0	0	0	4
TECHNICIANS	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6
SALES WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
CRAFT WORKERS	0	0	19	1	0	0	0	1	3	0	0	0	0	1	25
OPERATIVES	0	0	12	0	0	0	0	1	0	0	0	0	0	0	13
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	41	1	0	0	0	2	7	0	0	0	0	1	52
PREVIOUS REPORT TOTAL	0	0	33	1	0	0	0	2	8	0	0	0	0	1	45

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

50 AND OVER EMPLOYEES REPORT

U= FH11343

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
700 E STERNBERG RD
NORTON SHORES, MI 49441

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	13	0	0	0	0	0	4	0	0	0	1	0	18	
PROFESSIONALS	0	0	12	0	0	0	1	1	4	1	0	0	0	1	20	
TECHNICIANS	1	0	9	1	0	0	0	1	3	0	0	0	0	0	15	
SALES WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	1	0	0	0	0	3	
CRAFT WORKERS	2	0	41	1	0	0	0	0	1	0	0	0	0	0	45	
OPERATIVES	0	0	2	1	0	0	0	0	2	0	0	0	1	0	6	
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	3	0	77	3	0	0	1	2	17	2	0	0	2	1	108	
PREVIOUS REPORT TOTAL	3	0	76	3	0	0	1	1	15	2	0	0	1	0	102	

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767351

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4521 E ERIE RD
ERIE, MI 48133

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
TECHNICIANS	0	0	2	0	0	0	0	0	0	1	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	12	1	0	0	0	0	0	0	0	0	0	0	0	13
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	20	1	0	0	0	0	0	1	0	0	0	0	0	22
PREVIOUS REPORT TOTAL	0	0	18	1	0	0	0	0	0	0	0	0	0	0	0	19

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767065

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
820 W MAIN ST
FREMONT, MI 49412

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	13	0	0	0	0	0	0	0	0	0	0	0	0	13
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	19	0	0	0	0	0	3	0	0	0	0	0	0	22
PREVIOUS REPORT TOTAL	0	0	14	0	0	0	0	0	3	0	0	0	0	0	0	17

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767001

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
108 EAST THIRD ST
CLARE, MI 48617

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
PROFESSIONALS	0	0	3	0	0	0	0	0	2	0	0	0	0	0	0	5
TECHNICIANS	0	0	9	0	0	0	0	0	3	0	0	0	0	0	0	12
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	25	0	0	0	0	0	0	0	0	0	0	0	0	25
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	42	0	0	0	0	0	6	0	0	0	0	0	0	48
PREVIOUS REPORT TOTAL	1	0	34	0	0	0	0	0	4	0	0	0	0	0	0	39

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= CK59288

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CMS GENERATION OPERATING LLC
5315 ENERGY DR
FLINT, MI 48505

c. EIN= 382957897

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
TECHNICIANS	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	1	0	13	1	0	0	0	0	1	0	0	0	0	0	0	16
OPERATIVES	0	0	4	1	0	0	1	0	0	0	0	0	0	0	0	6
LABORERS & HELPERS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	26	3	0	0	1	1	3	0	0	0	0	0	0	35
PREVIOUS REPORT TOTAL	0	0	28	1	0	0	1	0	3	0	0	0	0	0	0	33

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JA29536

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
505 JONESVILLE RD
COLDWATER, MI 49036

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0	6
PROFESSIONALS	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
TECHNICIANS	0	0	3	0	0	0	1	0	1	0	0	0	0	0	0	5
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	1	0	29	0	0	0	1	0	0	0	0	0	0	0	0	31
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	38	0	0	0	2	0	4	0	0	0	0	0	0	46
PREVIOUS REPORT TOTAL	1	0	34	0	0	0	1	0	1	0	0	0	0	0	0	37

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I766920

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
16440 190TH AVE
BIG RAPIDS, MI 49307

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	1	0	2	0	0	0	0	0	2	0	0	0	0	0	0	5
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	16	0	0	0	1	0	1	0	0	0	0	0	0	18
OPERATIVES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	23	0	0	0	1	0	3	0	0	0	0	0	0	28
PREVIOUS REPORT TOTAL	0	0	19	0	0	0	1	0	4	0	0	0	0	0	0	24

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767296

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4131 138TH AVE RTE 1
HAMILTON, MI 49419

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****					***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	2	0	0	0	0	0	2	0	0	0	0	0	4
TECHNICIANS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
CRAFT WORKERS	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	14	0	0	0	0	0	4	0	0	0	0	0	18
PREVIOUS REPORT TOTAL	0	0	14	0	0	0	0	0	1	0	0	0	0	0	15

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767221

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1220 SOUTH KALAMAZOO
MARSHALL, MI 49068

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	2	0	0	0	0	0	0	6
PROFESSIONALS	0	0	5	0	0	0	0	0	1	0	0	0	0	0	0	6
TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
OPERATIVES	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	13	1	0	0	0	0	5	0	0	0	0	0	0	19
PREVIOUS REPORT TOTAL	0	0	12	0	0	0	0	0	7	0	0	0	0	0	0	19

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

u= EZ01068

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
209 E WASHINGTON AVE
STE 400
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	3
PREVIOUS REPORT TOTAL	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	3

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JQ32545

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
701 Beck St
JONESVILLE, MI 49250

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221115 - Wind Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	9
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	10	0	0	0	0	0	1	0	0	0	0	0	0	11
PREVIOUS REPORT TOTAL	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	8

SECTION F - REMARKS

Increase of 3 employees in 2021

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= W327137

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
9777 HONOR HWY
HONOR, MI 49640

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	10	0	0	0	1	0	0	0	0	0	0	0	0	11
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	14	0	0	0	1	0	0	0	0	0	0	0	0	15
PREVIOUS REPORT TOTAL	0	0	10	0	0	0	1	0	0	0	0	0	0	0	0	11

SECTION F - REMARKS

Small increase from 11 to 15 employees

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= W328336

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
5131 HACKETT RD
SAGINAW, MI 48603

c. EIN= 381266836

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
TECHNICIANS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
CRAFT WORKERS	0	0	11	1	0	0	0	0	0	0	0	0	0	0	12
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	15	1	0	0	0	0	4	0	0	0	0	0	20
PREVIOUS REPORT TOTAL	0	0	15	1	0	0	0	0	3	0	0	0	0	0	19

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767560

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CMS GEN FILER CITY OPERATING LLC
700 MEE ST
PO BOX 12
FILER CITY, MI 49634

c. EIN= 382813527

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 - Fossil Fuel Electric Power
Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	1	0	18	0	0	0	0	0	0	0	0	0	0	0	0	19
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	24	0	0	0	0	0	1	0	0	0	0	0	0	26
PREVIOUS REPORT TOTAL	1	0	24	0	0	0	0	0	1	0	0	0	0	0	0	26

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767197

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
5035 PROGRESS DR
LUDINGTON, MI 49431

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	1	0	15	0	0	0	0	0	0	0	0	0	0	0	0	16
OPERATIVES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	23	0	0	0	0	0	1	0	0	0	0	0	0	26
PREVIOUS REPORT TOTAL	3	0	24	0	0	0	0	0	0	0	0	0	0	0	0	27

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= W327161

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4501 40TH ST
KENTWOOD, MI 49512

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 - Fossil Fuel Electric Power
Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	4
PROFESSIONALS	0	0	3	0	0	0	0	0	1	0	0	0	0	1	0	5
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	16	0	0	0	0	0	0	0	0	0	0	0	0	16
OPERATIVES	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	24	1	0	0	0	0	1	1	0	0	1	0	0	28
PREVIOUS REPORT TOTAL	0	0	24	1	0	0	0	0	2	1	0	0	1	0	0	29

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= GF46694

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4925 W PROGRESS DR
LUDINGTON, MI 49431

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221115 - Wind Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	10
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	13	0	0	0	0	0	2	0	0	0	0	0	0	15
PREVIOUS REPORT TOTAL	0	0	9	0	0	0	0	0	2	0	0	0	0	0	0	11

SECTION F - REMARKS

Small increase of headcount from 11 to 15

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I766974

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
119 N STATE ST
CARO, MI 48723

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PREVIOUS REPORT TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767021

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
115 WEST TRAIL ST
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
PREVIOUS REPORT TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767241

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
8613 PINE RD
MARION, MI 49665

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****					***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
TECHNICIANS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
CRAFT WORKERS	0	0	8	0	0	0	0	1	1	0	0	0	0	0	10
OPERATIVES	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	13	0	0	0	0	1	4	0	0	0	0	0	18
PREVIOUS REPORT TOTAL	0	0	14	0	0	0	0	1	4	0	0	0	0	0	19

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767405

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1016 16TH ST NW
STE 500
WASHINGTON, DC 20036

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
PROFESSIONALS	0	0	1	0	0	0	0	0	0	1	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	1	0	0	0	0	0	1	1	0	1	0	0	4
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	1	1	0	1	0	0	4

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

u= I767331

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
69333 OMO RD
ARMADA, MI 48005

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	12	0	0	0	0	0	0	0	0	0	0	0	0	12
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	16	1	0	1	0	0	3	0	0	0	0	0	0	21
PREVIOUS REPORT TOTAL	0	0	15	1	0	1	0	0	2	0	0	0	0	0	0	19

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= W327720

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. DEARBORN GENERATION OPERATING LLC
3001 MILLER RD
DEARBORN, MI 48120

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

c. EIN= 383465358

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	10	0	0	1	0	0	0	0	0	0	0	0	0	11
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	16	4	0	0	0	0	0	0	0	0	0	0	0	20
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	33	4	0	1	0	0	1	0	0	0	0	0	0	39
PREVIOUS REPORT TOTAL	0	0	31	5	0	1	0	0	1	0	0	0	0	0	0	38

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767054

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
12201 PLEASANT LAKE RD
MANCHESTER, MI 48158

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
PROFESSIONALS	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	3
TECHNICIANS	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	6	1	0	0	0	0	0	0	0	0	0	0	0	7
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	1	12	3	0	0	0	0	2	0	0	0	0	0	0	18
PREVIOUS REPORT TOTAL	0	1	12	3	0	0	0	0	2	0	0	0	0	0	0	18

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767414

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
8720 PECKINS RD
LYONS, MI 48851

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221111 - Hydroelectric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	3
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	3
PREVIOUS REPORT TOTAL	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= W327148

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1325 TIPPY DAM ROAD
WELLSTON, MI 49689

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221111 - Hydroelectric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
PREVIOUS REPORT TOTAL	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JO63365

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
3253 M-76
STANDISH, MI 48658

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	1	0	1	0	0	0	0	0	0	3

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I766938

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
100 N EAST STREET
BOYNE CITY, MI 49712

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221113 - Nuclear Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6
SALES WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	27	0	0	0	1	0	0	0	0	0	0	0	0	28
OPERATIVES	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	38	0	0	0	1	0	4	0	0	0	0	0	0	44
PREVIOUS REPORT TOTAL	1	0	28	0	0	0	1	0	4	0	0	0	0	0	0	34

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= BC34860

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
409 SOUTH COOPER
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	2
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	5	1	0	0	0	0	2	0	0	0	0	0	0	8
PREVIOUS REPORT TOTAL	0	0	5	1	0	0	0	0	4	0	0	0	0	0	0	10

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I766902

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
696 N PORT CRESCENT ST
BAD AXE, MI 48413

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 - Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	4	0	0	0	0	0	1	0	0	0	0	0	0	5
OPERATIVES	1	0	2	0	0	0	0	0	1	0	0	0	0	0	0	4
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	7	0	0	0	0	0	3	0	0	0	0	0	0	11
PREVIOUS REPORT TOTAL	1	0	8	0	0	0	0	0	3	0	0	0	0	0	0	12

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JA29514

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
120 FRONT AVE SW
GRAND RAPIDS, MI 49548

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767212

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4950 PARTRIDGE RD
F
MARION, MI 49665

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	1	0	0	0	0	0	0	5
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	1	0	15	0	0	1	0	1	0	0	0	0	0	0	0	18
OPERATIVES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	21	0	0	1	0	1	2	0	0	0	0	0	0	26
PREVIOUS REPORT TOTAL	1	0	19	0	0	1	0	1	1	0	0	0	0	0	0	23

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767441

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
11109 CHICAGO DRIVE
ZEELAND, MI 49464

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	1	18	1	0	0	0	0	0	0	0	0	0	0	0	20
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	1	23	1	0	0	0	0	1	0	0	0	0	0	0	27
PREVIOUS REPORT TOTAL	1	1	22	1	0	0	0	0	1	0	0	0	0	0	0	26

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= M664243

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1975 W PARNALL RD
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	2	1	0	0	0	0	1	0	0	0	0	0	0	5
PROFESSIONALS	0	0	4	0	0	0	0	0	2	0	0	0	0	0	0	6
TECHNICIANS	0	0	5	0	0	0	0	0	4	1	0	0	0	0	0	10
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	6	2	0	0	0	0	7	2	0	0	0	0	0	17
OPERATIVES	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	21	3	0	0	0	0	14	3	0	0	0	0	0	42
PREVIOUS REPORT TOTAL	1	0	18	3	0	0	0	0	16	3	0	0	0	0	0	41

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767304

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4141 142ND AVE
HAMILTON, MI 49419

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	1	0	4	0	0	0	0	0	2	1	0	0	0	0	0	8
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	5	0	0	0	0	0	3	1	0	0	0	0	0	10
PREVIOUS REPORT TOTAL	1	0	5	0	0	0	0	0	2	1	0	0	0	0	0	9

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JP89502

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2380 E Lincoln St
EAST TAWAS, MI 48730

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	18	0	0	0	0	0	0	0	0	0	0	0	0	18
OPERATIVES	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	25	0	0	0	0	0	1	0	0	0	0	0	0	26
PREVIOUS REPORT TOTAL	0	0	21	0	0	0	0	0	1	0	0	0	0	0	0	22

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I766947

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
805 BRIDGE ST
JACKSON, MI 49203

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	4
PREVIOUS REPORT TOTAL	0	1	2	0	0	0	0	0	2	0	0	0	0	0	0	5

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I766891

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
6051 STATE ROUTE 65
OSCODA, MI 48750

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
CRAFT WORKERS	1	0	11	0	0	0	0	0	0	0	0	0	0	0	0	12
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	14	0	0	0	0	0	0	0	0	0	0	1	0	16
PREVIOUS REPORT TOTAL	1	0	12	0	0	0	0	0	1	0	0	0	0	1	0	15

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I766864

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4164 ALLEGAN DAM ROAD
ALLEGAN, MI 49010

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
PREVIOUS REPORT TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2

SECTION F - REMARKS

Increase of 1 employee in 2021

CO= M149641

U= W327183

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
124 W ALLEGAN
STE 1800
LANSING, MI 48933

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	2	0	0	0	0	0	2	0	0	0	0	0	4
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	3	1	0	0	0	0	4	0	0	0	0	0	8
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	4	0	0	0	0	0	5

SECTION F - REMARKS

Small number increase from 5 to 8.

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JA29525

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2219 CHAPIN ST
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
PROFESSIONALS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	20	0	0	0	0	0	0	0	0	0	0	0	0	20
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	27	0	0	0	0	0	2	0	0	0	0	0	0	29
PREVIOUS REPORT TOTAL	0	0	21	1	0	0	0	0	2	0	0	0	0	0	0	24

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= GP12297

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
165 W MICHIGAN AVE
JACKSON, MI 49201

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	3	0	0	0	0	0	1	0	0	0	0	0	0	5
PROFESSIONALS	0	1	6	1	0	0	0	0	2	1	0	0	0	0	0	11
TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	1	9	1	0	0	0	0	8	1	0	0	0	0	0	21
PREVIOUS REPORT TOTAL	1	2	11	1	0	0	0	0	7	1	0	0	0	0	0	23

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767423

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
68536 A ROAD
WHITE PIGEON, MI 49099

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	7	1	0	0	0	0	1	0	0	0	0	0	0	9
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	9	1	0	0	0	0	4	0	0	0	0	0	0	14
PREVIOUS REPORT TOTAL	0	0	8	1	0	0	0	0	5	0	0	0	0	0	0	14

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767263

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
9440 NAPIER ROAD
NORTHVILLE, MI 48167

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 - Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
PROFESSIONALS	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	3
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	9	1	0	0	0	0	3	0	0	0	0	0	0	13
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	15	2	0	0	0	0	4	1	0	0	0	0	0	22
PREVIOUS REPORT TOTAL	0	0	15	2	0	0	0	0	4	1	0	0	0	0	0	22

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767010

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
6505 S SWAN AVE RTE 2
NEWAYGO, MI 49337

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	8
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	10	0	0	0	0	0	1	0	0	0	0	0	0	12
PREVIOUS REPORT TOTAL	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	9

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JQ32523

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
7881 S. Ely Highway
MIDDLETON, MI 48856

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221115 - Wind Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	1	0	13	0	0	0	0	0	0	0	0	0	0	0	0	14
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	16	0	0	0	0	0	1	0	0	0	0	0	0	18
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2

SECTION F - REMARKS

Increase in Employee count

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= W327368

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CMS GENERATION OPERATING II INC
201 EXECUTIVE PARKWAY
NEW BERN, NC 28562

c. EIN= 161340712

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
PROFESSIONALS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
TECHNICIANS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
CRAFT WORKERS	1	0	11	1	0	0	0	0	0	0	0	0	0	0	0	13
OPERATIVES	0	0	4	0	0	1	0	0	0	0	0	0	0	0	0	5
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	1	21	1	0	1	0	0	3	0	0	0	0	0	0	28
PREVIOUS REPORT TOTAL	1	0	21	1	0	1	0	0	4	0	0	0	0	0	0	28

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= W327335

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CMS GENERATION OPERATING LLC
4400 W 4 MILE RD
GRAYLING, MI 49738

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 - Electric Power Distribution

c. EIN= 382957897

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****					***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
CRAFT WORKERS	0	0	11	0	0	0	0	0	1	0	0	0	0	0	0	12
OPERATIVES	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	20	0	0	0	0	0	3	0	0	0	0	0	0	23
PREVIOUS REPORT TOTAL	0	0	21	0	0	0	0	0	3	0	0	0	0	0	0	24

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= I767076

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
201 MURNER ROAD
GAYLORD, MI 49735

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 - Fossil Fuel Electric Power
Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
PREVIOUS REPORT TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= KE27572

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
910 CENTER ST
LANSING, MI 48906

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 541820

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
PREVIOUS REPORT TOTAL																

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= GF46683

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
3741 W HOPPE RD
UNIONVILLE, MI 48767

c. EIN= 380442310

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221115 - Wind Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0	14
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	18	0	0	0	0	0	1	0	0	0	0	0	0	19
PREVIOUS REPORT TOTAL	0	0	17	0	0	0	0	0	1	0	0	0	0	0	0	18

SECTION F - REMARKS

CO= M149641

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

UNDER 50 EMPLOYEES REPORT

U= JQ32534

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
190 Cemetery Road
ROBERT LEE, TX 76945

c. EIN= 382726436

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 006959803

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221115 - Wind Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1

SECTION F - REMARKS