

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
M149641

EMPLOYER NAME
CMS ENERGY

ADDRESS
1 ENERGY PLAZA

CITY/TOWN
JACKSON

STATE
MI

ZIP CODE
49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
	Male	Female	Male							Female					
			White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	3	1	61	2	5	0	0	0	36	3	1	0	0	0	112
First/Mid-Level Officials and Managers	35	13	808	57	18	0	3	10	310	31	4	0	4	6	1299
Professionals	41	30	1344	68	68	1	9	14	785	76	35	1	6	12	2490
Technicians	15	11	443	29	1	2	3	6	309	40	6	1	0	8	874
Sales Workers	0	0	31	2	0	0	0	0	14	0	0	0	0	1	48
Administrative Support Workers	5	32	67	16	0	0	1	2	368	79	6	0	1	6	583
Craft Workers	63	5	2039	94	12	0	25	15	98	16	0	0	5	2	2374
Operatives	46	6	895	71	2	1	11	12	80	5	1	0	4	0	1134
Laborers and Helpers	2	0	47	5	0	0	0	1	0	1	0	0	0	0	56
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	210	98	5735	344	106	4	52	60	2000	251	53	2	20	35	8970
PRIOR 2021 REPORTING YEAR TOTAL	217	96	5689	367	107	4	55	59	2015	258	54	2	21	35	8979

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/15/2022 - 12/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID
M149641

EMPLOYER NAME
CMS ENERGY

ADDRESS
1 ENERGY PLAZA

CITY/TOWN
JACKSON

STATE
MI

ZIP CODE
49201

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

11/28/2023 3:31 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Derek Pratt

Title of Certifying Official

Employee Relations & EEO Program Manager

Email Address of Certifying Official

derek.v.pratt@cmsenergy.com

Telephone Number of Certifying Official

517-768-3821

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Derek Pratt

Title and Employer of Primary POC

Employee Relations & EEO Program Manager
CMS Energy

Email Address of Primary POC

derek.v.pratt@cmsenergy.com

Telephone Number of Primary POC

517-768-3821

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SECTION A – TYPE OF REPORT
HEADQUARTERS REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID M149641	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1 ENERGY PLAZA DR	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	2	0	30	2	3	0	0	0	18	2	0	0	0	0	57
First/Mid-Level Officials and Managers	1	4	100	3	6	0	0	2	85	4	0	0	0	2	207
Professionals	3	8	275	16	39	0	2	2	234	14	18	1	2	2	616
Technicians	0	0	1	0	0	0	0	0	2	0	0	0	0	0	3
Sales Workers	0	0	4	0	0	0	0	0	3	0	0	0	0	0	7
Administrative Support Workers	1	4	7	2	0	0	0	1	56	4	0	0	0	0	75
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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	7	16	417	23	48	0	2	5	398	24	18	1	2	4	965
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

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**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID M664276	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1945 W PARNALL RD	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	1	13	0	1	0	0	0	7	0	1	0	0	0	23
First/Mid-Level Officials and Managers	4	3	106	2	6	0	0	0	39	2	1	0	1	0	164
Professionals	9	2	287	15	11	0	2	4	167	8	8	0	1	2	516
Technicians	0	0	41	0	0	0	0	2	34	1	0	0	0	1	79
Sales Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Administrative Support Workers	0	0	5	0	0	0	0	0	22	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	13	6	453	17	18	0	2	6	269	11	10	0	2	3	810
PRIOR 2021 REPORTING YEAR TOTAL	15	6	467	20	18	0	4	7	259	14	9	0	3	2	824

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

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**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JP89502	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2380 E Lincoln St	CITY/TOWN EAST TAWAS	STATE MI	ZIP CODE 48730

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	0	0	3	0	0	0	0	0	1	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 Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Craft Workers	0	0	25	0	0	0	0	0	0	0	0	0	0	0	25
Operatives	0	0	1	0	0	0	0	0	2	0	0	0	0	0	3
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	33	0	0	0	0	0	4	0	0	0	0	0	37
PRIOR 2021 REPORTING YEAR TOTAL	0	0	25	0	0	0	0	0	1	0	0	0	0	0	26

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID FH11387	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4484 PRODUCT DR	CITY/TOWN WIXOM	STATE MI	ZIP CODE 48393	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	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	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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
PRIOR 2021 REPORTING YEAR TOTAL	14	0	369	31	0	0	7	4	4	2	0	0	0	1	432

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

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**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JQ32523	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 7881 S. Ely Highway	CITY/TOWN MIDDLETON	STATE MI	ZIP CODE 48856

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221115 - Wind Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	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 Workers	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	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	18	0	0	0	0	0	1	0	0	0	0	0	0	20
PRIOR 2021 REPORTING YEAR TOTAL	1	0	16	0	0	0	0	0	1	0	0	0	0	0	0	18

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

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OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56174	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4525 E ERIE RD	CITY/TOWN ERIE	STATE MI	ZIP CODE 48133

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male					Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	2	0	0	0	0	0	0	1	0	0	0	0	3
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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID 1166143	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4600 COOLIDGE HWY, STE CE	CITY/TOWN ROYAL OAK	STATE MI	ZIP CODE 48068	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
First/Mid-Level Officials and Managers	1	0	21	7	1	0	0	2	13	6	0	0	0	0	51
Professionals	4	2	18	7	2	0	0	0	27	15	1	0	0	1	77
Technicians	2	1	20	8	0	0	0	1	10	15	1	0	0	1	59
Sales Workers	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Administrative Support Workers	0	0	4	6	0	0	0	0	12	28	1	0	0	2	53
Craft Workers	1	0	32	19	1	0	0	2	4	4	0	0	0	0	63
Operatives	2	0	35	18	0	0	0	1	13	0	0	0	0	0	69
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	10	3	132	66	4	0	0	6	79	68	3	0	0	4	375
PRIOR 2021 REPORTING YEAR TOTAL	10	5	132	69	5	0	0	4	84	66	2	0	0	3	380

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767065	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 820 W MAIN ST	CITY/TOWN FREMONT	STATE MI	ZIP CODE 49412

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Professionals	0	0	2	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	3
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	0	0	15	0	0	0	0	0	0	0	0	0	0	0	15
Operatives	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	22	0	0	0	0	1	1	0	0	0	0	0	24
PRIOR 2021 REPORTING YEAR TOTAL	0	0	19	0	0	0	0	0	3	0	0	0	0	0	22

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID P157205	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 330 CHESTNUT ST	CITY/TOWN CADILLAC	STATE MI	ZIP CODE 49601

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221112 - Fossil Fuel Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	8	0	0	0	0	0	1	0	0	0	0	0	9
Professionals	0	0	10	0	0	0	0	0	6	0	0	0	0	0	16
Technicians	0	0	9	0	0	0	0	0	6	0	0	0	0	0	15
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	1	0	0	0	0	0	3	0	0	0	0	0	4
Craft Workers	0	0	28	0	0	0	0	0	0	0	0	0	0	0	28
Operatives	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	59	0	0	0	0	0	16	0	0	0	0	0	75
PRIOR 2021 REPORTING YEAR TOTAL	0	0	58	0	0	0	0	0	17	0	0	0	0	0	75

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID 1166055	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 3201 E COURT ST	CITY/TOWN FLINT	STATE MI	ZIP CODE 48501	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	3	0	26	4	0	0	1	0	9	3	0	0	0	0	46
Professionals	1	0	50	3	1	0	0	2	23	2	0	0	0	0	82
Technicians	3	0	20	1	0	0	0	0	30	3	1	0	0	0	58
Sales Workers	0	0	1	0	0	0	0	0	3	0	0	0	0	0	4
Administrative Support Workers	0	1	2	1	0	0	0	0	14	3	0	0	0	0	21
Craft Workers	6	0	117	13	2	0	1	2	13	2	0	0	0	0	156
Operatives	1	1	45	2	0	0	0	0	10	0	0	0	1	0	60
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	14	2	261	24	3	0	2	4	102	13	1	0	1	0	427
PRIOR 2021 REPORTING YEAR TOTAL	11	4	270	29	3	0	3	3	94	12	1	0	1	0	431

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56141	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4100 E. Baldwin	CITY/TOWN HOLLY	STATE MI	ZIP CODE 48442

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	11	0	0	0	0	0	2	0	0	0	0	0	13
Professionals	0	0	2	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
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	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	2
Operatives	4	0	64	3	0	0	0	1	2	0	0	0	0	0	74
Laborers and Helpers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	4	0	81	3	0	0	0	1	4	0	0	0	0	0	93
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JO63365	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 3253 M-76	CITY/TOWN STANDISH	STATE MI	ZIP CODE 48658

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	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
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 Workers	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	3
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	3	0	0	0	0	0	1	0	0	0	0	0	4
PRIOR 2021 REPORTING YEAR TOTAL	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID J027115	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4141 E WILDER RD	CITY/TOWN BAY CITY	STATE MI	ZIP CODE 48706

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	2	16	0	0	0	0	0	7	0	0	0	0	0	25
Professionals	0	0	43	0	0	0	1	1	23	0	1	0	0	0	69
Technicians	0	1	18	0	0	0	0	0	5	0	0	0	0	0	24
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Craft Workers	1	0	43	0	0	0	0	0	3	0	0	0	0	0	47
Operatives	1	0	10	0	0	0	0	0	0	0	0	0	0	0	11
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	3	131	0	0	0	1	1	40	0	1	0	0	0	179
PRIOR 2021 REPORTING YEAR TOTAL	2	3	121	0	0	0	2	1	34	1	0	0	0	0	164

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
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Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767560	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CMS GEN FILER CITY OPERATING LLC			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 700 MEE ST, PO BOX 12	CITY/TOWN FILER CITY	STATE MI	ZIP CODE 49634	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
382813527

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221112 - Fossil Fuel Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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 Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	1	0	22	0	0	0	0	0	0	0	0	0	0	0	0	23
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	28	0	0	0	0	0	1	0	0	0	0	0	0	30
PRIOR 2021 REPORTING YEAR TOTAL	1	0	24	0	0	0	0	0	1	0	0	0	0	0	0	26

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID J027062	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1955 W PARNALL RD	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	2	0	26	2	0	0	0	0	5	0	1	0	0	0	36
Professionals	1	2	21	1	1	0	0	0	23	1	1	0	0	0	51
Technicians	0	0	22	2	0	0	0	1	22	2	1	0	0	0	50
Sales Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Administrative Support Workers	0	0	0	1	0	0	0	0	7	0	0	0	0	0	8
Craft Workers	5	0	92	1	0	0	3	1	2	0	0	0	0	0	104
Operatives	3	0	31	3	0	0	0	1	6	0	0	0	0	0	44
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	11	2	193	10	1	0	3	3	66	3	3	0	0	0	295
PRIOR 2021 REPORTING YEAR TOTAL	10	2	187	13	4	0	2	3	75	3	3	0	0	0	302

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID J027095	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 11801 FARMINGTON RD	CITY/TOWN LIVONIA	STATE MI	ZIP CODE 48151	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	1	0	0	0	3	0	0	0	0	0	5
First/Mid-Level Officials and Managers	2	1	21	5	2	0	0	2	8	5	1	0	0	2	49
Professionals	0	5	28	8	2	0	0	0	17	14	1	0	0	1	76
Technicians	1	1	5	1	0	0	0	0	9	6	0	0	0	0	23
Sales Workers	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
Administrative Support Workers	0	0	0	0	0	0	0	0	5	1	0	0	0	0	6
Craft Workers	1	0	35	7	0	0	0	1	9	4	0	0	1	0	58
Operatives	0	1	35	6	0	0	0	0	2	0	0	0	0	0	44
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	4	8	128	27	5	0	0	3	53	30	2	0	1	3	264
PRIOR 2021 REPORTING YEAR TOTAL	5	7	122	32	3	0	0	3	45	24	2	0	1	2	246

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767186	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 3525 S LAKESHORE DR	CITY/TOWN LUDINGTON	STATE MI	ZIP CODE 49431

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221111 - Hydroelectric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	4	0	0	0	0	0	1	0	0	0	0	0	5
Professionals	1	0	11	1	0	0	0	0	1	0	0	0	0	0	14
Technicians	0	0	4	0	0	0	0	0	1	0	0	0	0	0	5
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	1	0	20	0	0	0	1	0	0	0	0	0	0	0	22
Operatives	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	3	0	41	1	0	0	1	0	4	0	0	0	0	0	50
PRIOR 2021 REPORTING YEAR TOTAL	3	0	44	1	0	0	1	0	5	0	1	0	0	0	55

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W327335	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CMS GENERATION OPERATING LLC		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4400 W 4 MILE RD	CITY/TOWN GRAYLING	STATE MI	ZIP CODE 49738

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
382957897**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total		
	Hispanic or Latino		Not Hispanic or Latino													
			Male					Female								
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	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 Workers	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	0	0	0	0	0	0	0	11
Operatives	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	18	0	0	0	0	0	3	0	0	0	0	0	0	21
PRIOR 2021 REPORTING YEAR TOTAL	0	0	20	0	0	0	0	0	3	0	0	0	0	0	0	23

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56163	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 27432 Groesbeck Hwy.	CITY/TOWN ROSEVILLE	STATE MI	ZIP CODE 48066

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	0	0	0	1	0	1	1	0	0	0	0	6
Professionals	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
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	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	2
Operatives	2	0	41	3	0	0	0	0	0	0	0	0	0	0	46
Laborers and Helpers	0	0	11	3	0	0	0	0	0	0	0	0	0	0	14
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	2	0	57	6	0	0	1	0	1	1	0	0	0	0	68
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID FT51708	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4100 WEST M76	CITY/TOWN WEST BRANCH	STATE MI	ZIP CODE 48661	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	5	0	0	0	0	0	1	0	0	0	0	0	0	6
Professionals	0	1	9	0	0	0	0	0	4	0	0	0	0	0	0	14
Technicians	0	0	12	0	0	0	0	0	3	0	0	0	0	0	0	15
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4
Craft Workers	0	0	49	0	0	0	1	0	2	0	0	0	1	0	0	53
Operatives	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	1	78	0	0	0	1	0	15	0	0	0	1	0	0	96
PRIOR 2021 REPORTING YEAR TOTAL	0	0	74	0	0	0	1	0	17	0	0	0	1	0	0	93

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767076	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 201 MURNER ROAD	CITY/TOWN GAYLORD	STATE MI	ZIP CODE 49735	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221112 - Fossil Fuel Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
PRIOR 2021 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID 1166121	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 821 HASTINGS ST	CITY/TOWN TRAVERSE CITY	STATE MI	ZIP CODE 49684	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
First/Mid-Level Officials and Managers	1	1	15	0	0	0	0	0	3	0	0	0	0	0	20
Professionals	0	0	16	0	0	0	0	0	8	0	0	0	0	0	24
Technicians	0	0	8	0	0	0	1	0	3	0	0	0	0	1	13
Sales Workers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Administrative Support Workers	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
Craft Workers	0	0	49	1	0	0	0	0	1	0	0	0	0	0	51
Operatives	0	0	3	0	0	0	0	0	2	0	0	0	1	0	6
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	2	93	1	0	0	1	0	19	0	0	0	1	1	119
PRIOR 2021 REPORTING YEAR TOTAL	1	1	86	1	0	0	1	0	18	0	0	0	1	1	110

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID M664302	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2742 NORTH WEADOCK HWY	CITY/TOWN ESSEXVILLE	STATE MI	ZIP CODE 48732

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	2	0	36	0	0	0	1	0	2	0	0	0	0	0	41
Professionals	0	0	41	0	2	0	1	0	9	0	0	0	0	0	53
Technicians	1	0	10	0	0	0	0	0	6	0	0	0	0	0	17
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3
Craft Workers	4	0	82	0	0	0	1	0	2	0	0	0	0	0	89
Operatives	2	0	29	0	0	0	1	0	3	0	0	0	0	0	35
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	9	0	198	0	2	0	4	0	25	0	0	0	0	0	238
PRIOR 2021 REPORTING YEAR TOTAL	9	0	205	1	2	0	4	0	30	0	0	0	0	0	251

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W328336	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 5131 HACKETT RD	CITY/TOWN SAGINAW	STATE MI	ZIP CODE 48603	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
381266836**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
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 Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	0	1	14	1	0	0	0	0	1	0	0	0	0	0	17
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	1	17	1	0	0	0	0	5	0	0	0	0	0	24
PRIOR 2021 REPORTING YEAR TOTAL	0	0	15	1	0	0	0	0	4	0	0	0	0	0	20

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID FH11332	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 6543 W BUTTERFIELD HWY	CITY/TOWN BELLEVUE	STATE MI	ZIP CODE 49021	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
PRIOR 2021 REPORTING YEAR TOTAL	2	0	74	0	0	0	2	1	1	0	0	0	0	0	80

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56152	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 111 E. 12 Mile Rd	CITY/TOWN MADISON HEIGHTS	STATE MI	ZIP CODE 48071

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	0	0	0	0	1	0	0	0	0	0	1	5
Professionals	0	0	1	0	0	0	0	0	2	0	0	0	0	0	3
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	3	0	33	9	0	0	3	0	0	0	0	0	0	0	48
Laborers and Helpers	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	3	0	39	10	0	0	3	1	2	0	0	0	0	1	59
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767212	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4950 PARTRIDGE RD, F	CITY/TOWN MARION	STATE MI	ZIP CODE 49665	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
Professionals	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
Technicians	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	18	0	1	0	0	0	0	0	0	0	0	0	19
Operatives	1	0	3	0	0	0	0	0	0	0	0	0	0	0	4
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	25	0	1	0	0	0	3	0	0	0	0	0	30
PRIOR 2021 REPORTING YEAR TOTAL	1	0	21	0	1	0	0	1	2	0	0	0	0	0	26

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID A515734	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1125 WEST GREEN STREET	CITY/TOWN HASTINGS	STATE MI	ZIP CODE 49058

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	4	0	0	0	0	0	0	7
Technicians	0	0	7	0	0	0	0	0	1	0	0	0	0	0	0	8
Sales Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	23	1	0	0	0	1	3	0	0	0	0	0	1	29
Operatives	0	0	11	0	0	0	0	1	0	0	0	0	0	0	0	12
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	47	1	0	0	0	2	10	0	0	0	0	0	1	61
PRIOR 2021 REPORTING YEAR TOTAL	0	0	41	1	0	0	0	2	7	0	0	0	0	0	1	52

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767241	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 8613 PINE RD	CITY/TOWN MARION	STATE MI	ZIP CODE 49665	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	0	1	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	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 Workers	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	1	1	0	0	0	0	0	0	10
Operatives	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	12	0	0	0	0	1	5	0	0	0	0	0	0	18
PRIOR 2021 REPORTING YEAR TOTAL	0	0	13	0	0	0	0	1	4	0	0	0	0	0	0	18

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID M664331	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 17000 CROSWELL ST	CITY/TOWN WEST OLIVE	STATE MI	ZIP CODE 49460

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	2	0	34	5	0	0	0	1	5	0	1	0	0	0	48
Professionals	2	1	24	0	0	0	0	0	5	0	0	0	0	0	32
Technicians	0	0	17	1	0	0	0	0	3	0	1	0	0	0	22
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4
Craft Workers	8	1	108	5	0	0	2	2	8	1	0	0	1	0	136
Operatives	2	2	45	4	0	0	0	2	2	0	0	0	0	0	57
Laborers and Helpers	0	0	8	0	0	0	0	1	0	1	0	0	0	0	10
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	14	4	237	15	0	0	2	6	27	2	2	0	1	0	310
PRIOR 2021 REPORTING YEAR TOTAL	13	4	240	16	0	0	2	5	27	1	2	0	1	0	311

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56086	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2119 River Rd.	CITY/TOWN SAGINAW	STATE MI	ZIP CODE 48609

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total		
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	5	0	0	0	0	0	1	0	0	0	0	0	0	6
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	5	0	41	0	0	0	1	0	0	0	0	0	0	0	0	47
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	5	0	52	0	0	0	1	0	1	0	0	0	0	0	0	59
PRIOR 2021 REPORTING YEAR TOTAL																

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID 1166110	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2400 WEISS ST	CITY/TOWN SAGINAW	STATE MI	ZIP CODE 48602

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	1	28	4	0	0	0	0	18	1	0	0	0	0	52
Professionals	2	2	31	1	0	0	0	0	28	1	0	0	0	1	66
Technicians	1	2	22	2	0	1	0	0	39	4	0	0	0	0	71
Sales Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Administrative Support Workers	2	4	9	3	0	0	0	1	48	18	1	0	0	0	86
Craft Workers	4	0	71	2	1	0	0	1	3	0	0	0	0	0	82
Operatives	5	0	24	0	0	0	0	0	1	1	0	0	0	0	31
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	14	9	187	12	1	1	0	2	137	25	1	0	0	1	390
PRIOR 2021 REPORTING YEAR TOTAL	15	9	190	10	1	2	1	2	151	23	1	0	0	1	406

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767021	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 115 WEST TRAIL ST	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total		
	Hispanic or Latino		Not Hispanic or Latino														
	Male	Female	Male						Female								
			White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races			
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	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	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	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	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	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	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	0
CURRENT 2022 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
PRIOR 2021 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0	3

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
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**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767010	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 6505 S SWAN AVE RTE 2	CITY/TOWN NEWAYGO	STATE MI	ZIP CODE 49337

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	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	1
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 Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	0	0	9	0	0	0	0	0	0	0	0	0	0	0	9
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	11	0	0	0	0	0	1	0	0	0	0	0	12
PRIOR 2021 REPORTING YEAR TOTAL	1	0	10	0	0	0	0	0	1	0	0	0	0	0	12

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID GP12303	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 3030 M 40	CITY/TOWN HAMILTON	STATE MI	ZIP CODE 49419

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	1	0	0	0	5
Technicians	0	0	8	0	0	0	0	0	2	0	0	0	0	0	10
Sales Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	42	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	4
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	57	0	0	0	1	2	6	0	1	0	0	0	67
PRIOR 2021 REPORTING YEAR TOTAL	0	0	58	0	0	0	1	2	6	1	1	0	0	0	69

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JO63402	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 11556 DIXIE HWY	CITY/TOWN BIRCH RUN	STATE MI	ZIP CODE 48415

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6
Operatives	0	0	18	0	0	1	0	1	0	0	0	0	0	0	20
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	29	0	0	1	0	1	0	0	0	0	0	0	32
PRIOR 2021 REPORTING YEAR TOTAL	7	0	87	2	0	0	1	1	6	0	0	0	1	0	105

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/15/2022 - 12/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767221	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1220 SOUTH KALAMAZOO	CITY/TOWN MARSHALL	STATE MI	ZIP CODE 49068

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	0	0	0	0	0	2	0	0	0	0	0	5
Professionals	0	0	8	0	0	0	0	0	3	0	0	0	0	0	11
Technicians	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	0	0	4	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	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	15	1	0	0	0	0	8	0	0	0	0	0	24
PRIOR 2021 REPORTING YEAR TOTAL	0	0	13	1	0	0	0	0	5	0	0	0	0	0	19

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I766974	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 119 N STATE ST	CITY/TOWN CARO	STATE MI	ZIP CODE 48723	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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
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 Workers	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	2
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2
PRIOR 2021 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56130	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 409 S. Cooper	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	5	0	0	0	0	0	1	0	0	0	0	0	0	6
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	1	0	29	0	0	0	0	0	0	0	0	0	0	0	0	30
Laborers and Helpers	2	0	8	0	0	0	0	0	0	0	0	0	0	0	0	10
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	3	0	43	0	0	0	0	0	1	0	0	0	0	0	0	47
PRIOR 2021 REPORTING YEAR TOTAL																

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID M664287	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1935 W PARNALL RD	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
First/Mid-Level Officials and Managers	1	0	11	0	0	0	0	0	1	0	0	0	0	0	13
Professionals	4	0	42	3	3	1	0	0	8	0	0	0	0	0	61
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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	5	0	57	3	3	1	0	0	12	1	0	0	0	0	82
PRIOR 2021 REPORTING YEAR TOTAL	4	0	62	4	1	1	0	0	13	2	1	0	0	0	88

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID J027051	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 311 E MICHIGAN AVE	CITY/TOWN BATTLE CREEK	STATE MI	ZIP CODE 49017

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	2	0	0	0	0	0	5	0	0	0	0	0	8
Professionals	0	0	12	0	1	0	0	0	5	2	0	0	0	0	20
Technicians	0	0	4	0	0	0	0	0	2	0	0	0	0	0	6
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Craft Workers	0	0	59	2	0	0	0	0	1	0	0	0	0	1	63
Operatives	1	0	5	0	0	0	0	0	0	0	0	0	0	0	6
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	0	82	2	1	0	0	0	15	2	0	0	0	1	105
PRIOR 2021 REPORTING YEAR TOTAL	1	0	81	2	0	0	0	0	17	2	0	0	0	1	104

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767405	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1016 16TH ST NW, STE 500	CITY/TOWN WASHINGTON	STATE DC	ZIP CODE 20036

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total		
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
First/Mid-Level Officials and Managers	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	1	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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	1	0	0	0	0	0	0	1	1	0	0	0	0	3
PRIOR 2021 REPORTING YEAR TOTAL	0	0	1	0	0	0	0	0	0	1	1	1	0	0	0	4

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID B230294	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1000 GRAND OAKS	CITY/TOWN HOWELL	STATE MI	ZIP CODE 48843	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
First/Mid-Level Officials and Managers	0	0	8	1	0	0	0	0	5	0	0	0	0	0	14
Professionals	0	0	8	0	0	0	0	1	10	0	0	0	0	0	19
Technicians	0	0	3	0	0	0	0	0	5	0	0	0	0	0	8
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	20	0	0	0	0	0	3	0	0	0	0	0	23
Operatives	0	0	18	1	0	0	0	0	4	0	0	0	0	0	23
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	58	2	0	0	0	1	28	0	0	0	0	0	89
PRIOR 2021 REPORTING YEAR TOTAL	0	0	50	2	0	0	0	0	23	0	0	0	0	0	75

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56103	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 11109 CHICAGO DRIVE	CITY/TOWN ZEELAND	STATE MI	ZIP CODE 49464

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3
Professionals	0	0	6	0	0	0	0	0	1	0	1	0	0	0	8
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	1	18	1	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
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	1	26	1	0	0	0	0	1	0	1	0	0	0	31
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767001	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 108 EAST THIRD ST	CITY/TOWN CLARE	STATE MI	ZIP CODE 48617	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
Professionals	0	0	5	0	0	0	0	0	4	0	0	0	0	0	9
Technicians	0	0	11	0	0	0	0	0	4	0	0	0	0	0	15
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	28	0	0	0	0	0	0	0	0	0	0	0	28
Operatives	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	49	0	0	0	0	0	9	0	0	0	0	0	58
PRIOR 2021 REPORTING YEAR TOTAL	0	0	42	0	0	0	0	0	6	0	0	0	0	0	48

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I766864	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4164 ALLEGAN DAM ROAD	CITY/TOWN ALLEGAN	STATE MI	ZIP CODE 49010

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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
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 Workers	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	3
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
PRIOR 2021 REPORTING YEAR TOTAL	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I766902	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 696 N PORT CRESCENT ST	CITY/TOWN BAD AXE	STATE MI	ZIP CODE 48413

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
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 Workers	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	1	0	0	0	0	0	4
Operatives	1	0	3	0	0	0	0	0	1	0	0	0	0	0	5
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	7	0	0	0	0	0	3	0	0	0	0	0	11
PRIOR 2021 REPORTING YEAR TOTAL	1	0	7	0	0	0	0	0	3	0	0	0	0	0	11

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767351	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4521 E ERIE RD	CITY/TOWN ERIE	STATE MI	ZIP CODE 48133	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	0	0	4	0	0	0	0	0	2	0	0	0	0	0	6
Technicians	0	0	2	0	0	0	0	0	0	1	0	0	0	0	3
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	17	1	0	0	0	0	0	0	0	0	0	0	18
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	25	1	0	0	0	0	2	1	0	0	0	0	29
PRIOR 2021 REPORTING YEAR TOTAL	0	0	20	1	0	0	0	0	0	1	0	0	0	0	22

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I766947	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 805 BRIDGE ST	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49203

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
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 Workers	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3
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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	1	0	0	0	0	0	4	0	0	0	0	0	5
PRIOR 2021 REPORTING YEAR TOTAL	0	1	1	0	0	0	0	0	2	0	0	0	0	0	4

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID CK59288	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CMS GENERATION OPERATING LLC			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 5315 ENERGY DR	CITY/TOWN FLINT	STATE MI	ZIP CODE 48505	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
382957897

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
Professionals	0	0	0	0	0	0	0	0	0	2	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 Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	0	0	12	1	0	0	0	0	0	0	0	0	0	0	0	13
Operatives	0	0	5	1	0	0	1	0	0	0	0	0	0	0	0	7
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	29	2	0	0	1	0	3	0	0	0	0	0	0	35
PRIOR 2021 REPORTING YEAR TOTAL	1	0	26	3	0	0	1	1	3	0	0	0	0	0	0	35

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID M664254	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 135 W TRAIL ST	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	5	0	0	0	0	0	1	0	0	0	0	0	0	6
Professionals	0	0	17	0	0	0	0	0	3	0	0	0	0	0	0	20
Technicians	0	1	18	1	0	0	0	0	8	0	0	0	0	0	0	28
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	3
Craft Workers	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	7
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	1	48	1	0	0	0	0	14	0	0	0	0	0	0	64
PRIOR 2021 REPORTING YEAR TOTAL	1	1	51	2	1	0	0	0	15	0	0	0	0	0	0	71

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I766920	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 16440 190TH AVE	CITY/TOWN BIG RAPIDS	STATE MI	ZIP CODE 49307

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
Professionals	0	0	3	0	0	0	0	0	2	0	0	0	0	0	5
Technicians	0	0	2	0	0	0	0	0	2	0	0	0	0	0	4
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	17	0	0	0	1	0	1	0	0	0	0	0	19
Operatives	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	27	0	0	0	1	0	5	0	0	0	0	0	33
PRIOR 2021 REPORTING YEAR TOTAL	1	0	23	0	0	0	1	0	3	0	0	0	0	0	28

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767252	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1235 POST DRIVE	CITY/TOWN BELMONT	STATE MI	ZIP CODE 49306

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	4	0	0	0	0	0	2	0	0	0	0	0	6
Professionals	1	0	4	0	0	0	0	0	4	0	0	0	0	0	9
Technicians	0	0	5	0	0	0	0	0	3	0	0	0	0	0	8
Sales Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Administrative Support Workers	0	0	1	0	0	0	0	0	2	0	0	0	0	0	3
Craft Workers	1	0	26	0	0	0	2	0	1	0	0	0	0	0	30
Operatives	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	0	42	0	0	0	2	0	13	0	0	0	0	0	59
PRIOR 2021 REPORTING YEAR TOTAL	2	1	36	0	0	0	2	0	13	0	0	0	0	0	54

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I766891	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 6051 STATE ROUTE 65	CITY/TOWN OSCODA	STATE MI	ZIP CODE 48750

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	2	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
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Craft Workers	0	0	11	0	0	0	0	0	0	0	0	0	0	0	11
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	13	0	0	0	0	0	0	0	0	0	1	0	14
PRIOR 2021 REPORTING YEAR TOTAL	1	0	14	0	0	0	0	0	0	0	0	0	1	0	16

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID J027073	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2613 E MAUMEE ST	CITY/TOWN ADRIAN	STATE MI	ZIP CODE 49221	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	6	0	0	0	0	0	2	0	0	0	0	0	0	8
Professionals	1	1	5	0	0	0	0	0	4	0	0	0	0	0	0	11
Technicians	0	0	5	0	0	0	0	0	2	0	0	0	0	0	0	7
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Craft Workers	1	0	43	1	0	0	1	0	0	0	0	0	0	0	0	46
Operatives	0	0	8	1	0	0	0	0	0	0	0	0	0	0	0	9
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	2	67	2	0	0	1	0	8	0	0	0	0	0	0	82
PRIOR 2021 REPORTING YEAR TOTAL	2	1	58	2	0	0	1	0	6	0	0	0	0	0	0	70

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767423	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 68536 A ROAD	CITY/TOWN WHITE PIGEON	STATE MI	ZIP CODE 49099

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
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 Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	12	0	0	0	0	0	2	0	0	0	0	0	0	14
PRIOR 2021 REPORTING YEAR TOTAL	0	0	9	1	0	0	0	0	4	0	0	0	0	0	0	14

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767054	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 12201 PLEASANT LAKE RD	CITY/TOWN MANCHESTER	STATE MI	ZIP CODE 48158

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
Professionals	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	3
Technicians	0	0	0	1	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 Workers	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	0	0	0	0	0	0	0	8
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	1	12	2	0	0	0	0	2	0	0	0	0	0	0	17
PRIOR 2021 REPORTING YEAR TOTAL	0	1	12	3	0	0	0	0	2	0	0	0	0	0	0	18

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID J027104	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1325 WRIGHT AVE	CITY/TOWN ALMA	STATE MI	ZIP CODE 48801	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	9	0	0	0	0	0	6	0	0	0	0	0	15
Professionals	1	0	11	0	0	0	0	0	9	0	1	0	0	0	22
Technicians	0	0	10	0	0	0	0	1	6	0	0	0	0	0	17
Sales Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Administrative Support Workers	1	3	1	0	0	0	0	0	40	1	0	0	0	0	46
Craft Workers	4	0	40	0	0	0	0	0	0	0	0	0	0	0	44
Operatives	0	0	10	0	0	0	0	1	1	0	0	0	0	0	12
Laborers and Helpers	0	0	1	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
CURRENT 2022 REPORTING YEAR TOTAL	6	3	82	0	0	0	0	2	63	1	1	0	0	0	158
PRIOR 2021 REPORTING YEAR TOTAL	7	2	79	1	0	0	0	1	51	0	0	0	0	0	141

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID P157214	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1100 E WASHINGTON	CITY/TOWN GREENVILLE	STATE MI	ZIP CODE 48838

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	4	1	0	0	0	0	0	0	0	0	0	0	5
Professionals	0	0	5	0	0	0	0	0	0	1	0	0	0	0	6
Technicians	0	0	4	0	0	0	0	0	4	0	0	0	0	0	8
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	0	0	34	0	0	0	2	0	2	0	0	0	0	0	38
Operatives	0	0	5	0	0	0	0	0	1	0	0	0	0	0	6
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	52	1	0	0	2	0	9	0	0	0	0	0	64
PRIOR 2021 REPORTING YEAR TOTAL	0	0	45	1	0	0	2	0	8	0	0	0	0	0	56

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W327172	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 16900 POLK ST	CITY/TOWN WEST OLIVE	STATE MI	ZIP CODE 49460

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
First/Mid-Level Officials and Managers	0	0	10	1	0	0	0	0	3	0	0	0	0	0	14
Professionals	0	0	36	0	0	0	1	0	8	0	0	0	0	0	45
Technicians	0	0	3	0	0	0	0	0	1	1	0	0	0	0	5
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	1	0	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 and Helpers	0	0	1	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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	55	1	0	0	1	0	12	1	1	0	0	0	71
PRIOR 2021 REPORTING YEAR TOTAL	0	0	68	0	0	0	0	0	15	1	1	0	0	0	85

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID 1166090	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 530 W WILLOW	CITY/TOWN LANSING	STATE MI	ZIP CODE 48901	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	3	0	0	0	0	0	1	1	0	0	0	0	5
First/Mid-Level Officials and Managers	2	0	41	0	1	0	0	0	21	4	0	0	0	1	70
Professionals	1	3	43	3	0	0	0	1	38	5	0	0	0	3	97
Technicians	1	0	20	3	0	0	0	0	18	0	0	1	0	1	44
Sales Workers	0	0	7	1	0	0	0	0	3	0	0	0	0	0	11
Administrative Support Workers	0	11	16	1	0	0	1	0	47	12	1	0	0	1	90
Craft Workers	3	0	100	2	0	0	1	0	1	0	0	0	0	0	107
Operatives	6	1	36	0	0	0	2	0	4	0	0	0	0	0	49
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	13	15	266	10	1	0	4	1	133	22	1	1	0	6	473
PRIOR 2021 REPORTING YEAR TOTAL	15	14	237	9	2	0	2	1	130	22	3	1	1	8	445

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
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**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JA29514	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 120 FRONT AVE SW	CITY/TOWN GRAND RAPIDS	STATE MI	ZIP CODE 49548

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	1	0	0	0	0	1
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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
PRIOR 2021 REPORTING YEAR TOTAL	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W327137	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 9777 HONOR HWY	CITY/TOWN HONOR	STATE MI	ZIP CODE 49640

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	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	1
Technicians	0	0	1	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
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	14	0	0	0	1	0	0	0	0	0	0	0	15
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	18	0	0	0	1	0	0	0	0	0	0	0	19
PRIOR 2021 REPORTING YEAR TOTAL	0	0	14	0	0	0	1	0	0	0	0	0	0	0	15

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56064	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1850 Bay City Rd.	CITY/TOWN MIDLAND	STATE MI	ZIP CODE 48642

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	6	0	0	0	0	0	0	0	0	0	1	0	8
Professionals	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
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	1	0	33	3	0	0	1	0	2	0	0	0	0	0	40
Laborers and Helpers	0	0	1	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
CURRENT 2022 REPORTING YEAR TOTAL	2	0	41	3	0	0	1	0	2	0	0	0	1	0	50
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
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SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W327720	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME DEARBORN GENERATION OPERATING LLC		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 3001 MILLER RD	CITY/TOWN DEARBORN	STATE MI	ZIP CODE 48120

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
383465358

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	9	0	0	0	0	0	0	0	0	0	0	0	9
Professionals	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
Technicians	0	0	4	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
Administrative Support Workers	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	20
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	31	4	0	0	0	0	1	0	0	0	0	0	36
PRIOR 2021 REPORTING YEAR TOTAL	0	0	33	4	1	0	0	0	1	0	0	0	0	0	39

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID BC34860	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 409 SOUTH COOPER	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Professionals	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
PRIOR 2021 REPORTING YEAR TOTAL	0	0	5	1	0	0	0	0	2	0	0	0	0	0	8

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767331	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 69333 OMO RD	CITY/TOWN ARMADA	STATE MI	ZIP CODE 48005

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	1	1	1	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	1
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	12	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	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	15	1	1	0	0	0	2	0	0	0	0	0	19
PRIOR 2021 REPORTING YEAR TOTAL	0	0	16	1	1	0	0	0	3	0	0	0	0	0	21

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID GF46694	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4925 W PROGRESS DR	CITY/TOWN LUDINGTON	STATE MI	ZIP CODE 49431	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221115 - Wind Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	1	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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	7	0	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	10	0	0	0	0	0	1	0	0	0	0	0	0	11
PRIOR 2021 REPORTING YEAR TOTAL	0	0	13	0	0	0	0	0	2	0	0	0	0	0	0	15

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56121	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1530 E. Jolly Rd	CITY/TOWN LANSING	STATE MI	ZIP CODE 48910

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	11	0	0	0	0	0	0	0	0	0	0	0	11
Professionals	0	0	2	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
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	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	2
Operatives	1	0	54	2	0	0	0	1	0	0	0	0	0	0	58
Laborers and Helpers	0	0	1	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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	70	2	0	0	0	1	0	0	0	0	0	0	74
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767304	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4141 142ND AVE	CITY/TOWN HAMILTON	STATE MI	ZIP CODE 49419

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	6	0	0	0	0	0	2	1	0	0	0	0	0	9
Operatives	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	9	0	0	0	0	0	2	1	0	0	0	0	0	12
PRIOR 2021 REPORTING YEAR TOTAL	1	0	5	0	0	0	0	0	3	1	0	0	0	0	0	10

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID J027084	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 35350 KELLY RD	CITY/TOWN MOUNT CLEMENS	STATE MI	ZIP CODE 48043	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	9	6	1	0	0	0	6	2	0	0	1	0	25
Professionals	0	0	10	3	0	0	0	0	9	2	0	0	0	0	24
Technicians	0	0	4	0	0	0	0	0	7	1	0	0	0	1	13
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3
Craft Workers	2	0	49	12	1	0	1	0	10	2	0	0	2	0	79
Operatives	0	0	46	4	0	0	0	0	3	1	0	0	0	0	54
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	0	118	25	2	0	1	0	39	8	0	0	3	1	199
PRIOR 2021 REPORTING YEAR TOTAL	2	0	114	19	2	0	1	1	35	8	0	0	3	1	186

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
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SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W327148	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1325 TIPPY DAM ROAD	CITY/TOWN WELLSTON	STATE MI	ZIP CODE 49689

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221111 - Hydroelectric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6
PRIOR 2021 REPORTING YEAR TOTAL	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W327161	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4501 40TH ST	CITY/TOWN KENTWOOD	STATE MI	ZIP CODE 49512

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221112 - Fossil Fuel Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	4	1	0	0	0	0	0	0	0	0	0	0	5
Professionals	0	0	3	0	0	0	0	0	0	0	0	0	1	0	4
Technicians	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Sales Workers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	17	0	0	0	0	0	0	0	0	0	0	0	17
Operatives	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	26	1	0	0	0	0	2	1	0	0	1	0	31
PRIOR 2021 REPORTING YEAR TOTAL	0	0	24	1	0	0	0	0	1	1	0	0	1	0	28

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JQ32545	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 701 Beck St	CITY/TOWN JONESVILLE	STATE MI	ZIP CODE 49250

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221115 - Wind Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	2	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
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 Workers	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	10
Operatives	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	12	0	0	0	0	0	1	0	0	0	0	0	13
PRIOR 2021 REPORTING YEAR TOTAL	0	0	10	0	0	0	0	0	1	0	0	0	0	0	11

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID P157223	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1801 W MAIN STREET	CITY/TOWN OWOSSO	STATE MI	ZIP CODE 48867	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	9	0	0	0	0	0	5	1	0	0	0	0	0	15
Professionals	0	0	9	0	1	0	0	0	4	0	0	0	0	0	0	14
Technicians	0	0	6	0	0	1	0	0	3	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 Workers	0	0	3	0	0	0	0	0	2	0	0	0	0	0	0	5
Craft Workers	2	0	35	0	0	0	0	0	1	0	0	0	0	0	0	38
Operatives	0	0	6	0	0	0	0	0	0	0	0	0	1	0	0	7
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	0	68	0	1	1	0	0	15	1	0	0	1	0	0	89
PRIOR 2021 REPORTING YEAR TOTAL	2	0	62	0	0	1	0	0	14	1	1	0	1	0	0	82

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JQ32534	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 190 Cemetery Road	CITY/TOWN ROBERT LEE	STATE TX	ZIP CODE 76945

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
382726436

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221115 - Wind Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PRIOR 2021 REPORTING YEAR TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W327368	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CMS GENERATION OPERATING II INC			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 201 EXECUTIVE PARKWAY	CITY/TOWN NEW BERN	STATE NC	ZIP CODE 28562	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
161340712

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	2	0	0	0	0	0	0	3
Technicians	0	1	2	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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	1	0	10	2	0	0	0	0	0	0	0	0	0	0	0	13
Operatives	0	0	3	0	1	0	0	0	0	0	0	0	0	0	0	4
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	1	19	2	1	0	0	0	3	0	0	0	0	0	0	27
PRIOR 2021 REPORTING YEAR TOTAL	1	1	21	1	1	0	0	0	3	0	0	0	0	0	0	28

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56112	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1540 Four Mile Rd NW	CITY/TOWN WALKER	STATE MI	ZIP CODE 49544

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total		
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6
Operatives	0	0	12	0	1	0	0	0	0	0	0	0	0	0	0	13
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	18	0	1	0	0	0	0	0	0	0	0	0	0	19
PRIOR 2021 REPORTING YEAR TOTAL																

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID W327183	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 124 W ALLEGAN, STE 1800	CITY/TOWN LANSING	STATE MI	ZIP CODE 48933	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
Professionals	0	0	2	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
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	3	1	0	0	0	0	3	0	0	0	0	0	7
PRIOR 2021 REPORTING YEAR TOTAL	0	0	3	1	0	0	0	0	4	0	0	0	0	0	8

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID M664364	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 10021 MARINE CITY HWY	CITY/TOWN IRA	STATE MI	ZIP CODE 48023	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	4	1	0	0	0	0	0	0	0	0	0	0	5
Professionals	0	1	9	0	0	0	0	0	0	0	0	0	0	0	10
Technicians	0	0	3	0	0	0	0	0	1	0	0	0	0	0	4
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Craft Workers	0	0	21	0	0	0	0	0	0	0	0	0	0	0	21
Operatives	0	0	7	0	0	0	0	0	1	0	0	0	0	0	8
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	1	44	1	0	0	0	0	3	0	0	0	0	0	49
PRIOR 2021 REPORTING YEAR TOTAL	0	1	43	2	0	0	0	0	4	0	0	0	0	0	50

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JA29536	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 505 JONESVILLE RD	CITY/TOWN COLDWATER	STATE MI	ZIP CODE 49036

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
Professionals	1	0	2	0	0	0	0	0	0	1	0	0	0	0	0	4
Technicians	0	0	2	0	0	0	1	0	1	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 Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	1	0	31	1	0	0	1	0	0	0	0	0	0	0	0	34
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	0	40	1	0	0	2	0	3	0	0	0	0	0	0	48
PRIOR 2021 REPORTING YEAR TOTAL	2	0	38	0	0	0	2	0	4	0	0	0	0	0	0	46

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID FH11343	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 700 E STERNBERG RD	CITY/TOWN NORTON SHORES	STATE MI	ZIP CODE 49441	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	8	0	0	0	0	0	8	0	0	0	1	0	17
Professionals	0	0	13	0	0	0	1	0	6	0	0	0	0	1	21
Technicians	1	0	7	2	0	0	0	1	3	0	0	0	0	0	14
Sales Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Administrative Support Workers	0	0	0	0	0	0	0	0	3	1	0	0	0	0	4
Craft Workers	2	0	41	1	0	0	0	0	1	0	0	0	0	0	45
Operatives	0	0	4	1	0	0	0	0	0	0	0	0	0	0	5
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	3	0	73	4	0	0	1	1	22	1	0	0	1	1	107
PRIOR 2021 REPORTING YEAR TOTAL	3	0	77	3	0	0	1	2	17	2	0	0	2	1	108

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID M664243	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1975 W PARNALL RD	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	3	0	0	0	0	0	2	0	0	0	0	0	6
Professionals	0	0	6	1	0	0	1	0	1	1	1	0	0	0	11
Technicians	0	0	4	0	0	0	0	0	4	1	0	0	0	0	9
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	7	2	0	0	0	0	6	1	0	0	0	0	16
Operatives	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	23	3	0	0	1	0	13	3	1	0	0	0	45
PRIOR 2021 REPORTING YEAR TOTAL	1	0	21	3	0	0	0	0	14	3	0	0	0	0	42

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767263	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 9440 NAPIER ROAD	CITY/TOWN NORTHVILLE	STATE MI	ZIP CODE 48167

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	4
Professionals	0	0	2	1	0	0	0	0	0	1	1	0	0	0	0	5
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 Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	0	0	8	1	0	0	0	0	3	0	0	0	0	0	0	12
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	14	3	0	0	0	0	5	1	0	0	0	0	0	23
PRIOR 2021 REPORTING YEAR TOTAL	0	0	15	2	0	0	0	0	4	1	0	0	0	0	0	22

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID JA29525	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2219 CHAPIN ST	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	1	0	0	0	0	0	1	0	0	0	0	0	5
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 Workers	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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	25	1	0	0	0	0	2	0	0	0	0	0	0	28
PRIOR 2021 REPORTING YEAR TOTAL	0	0	27	0	0	0	0	0	2	0	0	0	0	0	0	29

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
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SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID 1166066	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4000 CLAY AVE SW	CITY/TOWN GRAND RAPIDS	STATE MI	ZIP CODE 49548	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	2	0	0	0	0	0	1	0	0	0	0	0	4
First/Mid-Level Officials and Managers	6	1	45	3	0	0	0	0	17	1	0	0	0	0	73
Professionals	5	1	100	2	3	0	0	1	34	8	1	0	1	1	157
Technicians	1	4	37	5	0	0	0	0	35	3	1	0	0	3	89
Sales Workers	0	0	7	0	0	0	0	0	1	0	0	0	0	1	9
Administrative Support Workers	1	7	10	1	0	0	0	0	50	9	1	0	0	2	81
Craft Workers	7	1	92	4	2	0	1	3	4	0	0	0	0	0	114
Operatives	0	0	13	2	0	0	0	1	3	2	1	0	1	0	23
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	21	14	306	17	5	0	1	5	145	23	4	0	2	7	550
PRIOR 2021 REPORTING YEAR TOTAL	21	12	308	17	5	0	1	5	153	28	4	0	0	6	560

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID GP12297	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 165 W MICHIGAN AVE	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	2	0	0	0	0	0	1	0	0	0	0	0	0	4
Professionals	0	0	5	1	0	0	0	0	2	1	0	0	0	0	0	9
Technicians	0	0	0	0	0	0	0	0	2	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 Workers	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3
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 and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	7	1	0	0	0	0	8	1	0	0	0	0	0	18
PRIOR 2021 REPORTING YEAR TOTAL	1	1	9	1	0	0	0	0	8	1	0	0	0	0	0	21

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I766938	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 100 N EAST STREET	CITY/TOWN BOYNE CITY	STATE MI	ZIP CODE 49712

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221113 - Nuclear Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total		
	Hispanic or Latino		Not Hispanic or Latino													
			Male					Female								
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	3	0	0	0	0	0	1	0	0	0	0	0	0	5
Professionals	0	0	3	0	0	0	0	0	3	0	0	0	0	0	0	6
Technicians	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	7
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	27	0	1	0	1	0	0	0	0	0	0	0	0	29
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	1	0	41	0	1	0	1	0	4	0	0	0	0	0	0	48
PRIOR 2021 REPORTING YEAR TOTAL	1	0	38	0	0	0	1	0	4	0	0	0	0	0	0	44

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PC56185	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 3250 Middlebelt	CITY/TOWN INKSTER	STATE MI	ZIP CODE 48141

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221210 - Natural Gas Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity													Row Total		
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	2	0	37	5	0	0	0	0	1	0	0	0	0	0	0	45
Laborers and Helpers	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	4
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	2	0	47	6	0	0	0	0	1	0	0	0	0	0	0	56
PRIOR 2021 REPORTING YEAR TOTAL																

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID GF46683	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 3741 W HOPPE RD	CITY/TOWN UNIONVILLE	STATE MI	ZIP CODE 48767	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221115 - Wind Electric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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	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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	15
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	18	0	0	0	0	0	1	0	0	0	0	0	0	19
PRIOR 2021 REPORTING YEAR TOTAL	0	0	18	0	0	0	0	0	1	0	0	0	0	0	0	19

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767414	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 8720 PECKINS RD	CITY/TOWN LYONS	STATE MI	ZIP CODE 48851	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221111 - Hydroelectric Power Generation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	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
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 Workers	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	3
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	2	0	0	0	1	0	0	0	0	0	0	0	3
PRIOR 2021 REPORTING YEAR TOTAL	0	0	2	0	0	0	1	0	0	0	0	0	0	0	3

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767296	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4131 138TH AVE RTE 1	CITY/TOWN HAMILTON	STATE MI	ZIP CODE 49419	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

486210 - Pipeline Transportation of Natural Gas

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Professionals	0	0	4	0	0	0	0	0	0	2	0	0	0	0	0	6
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 Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	0	0	14	0	0	0	0	0	4	0	0	0	0	0	0	18
PRIOR 2021 REPORTING YEAR TOTAL	0	0	14	0	0	0	0	0	4	0	0	0	0	0	0	18

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY			
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID FH11376	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 14500 DIXIE HWY	CITY/TOWN HOLLY	STATE MI	ZIP CODE 48442	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	11	1	0	0	0	0	3	0	0	0	0	0	15
Professionals	0	0	9	0	1	0	0	0	4	0	0	0	0	0	14
Technicians	1	0	8	1	0	0	0	0	6	1	0	0	0	0	17
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	1	1	0	0	0	0	1	0	0	0	0	1	4
Craft Workers	1	0	29	1	0	0	0	0	4	1	0	0	0	0	36
Operatives	0	0	26	0	0	0	0	1	4	0	0	0	0	0	31
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	0	84	4	1	0	0	1	22	2	0	0	0	1	117
PRIOR 2021 REPORTING YEAR TOTAL	2	0	76	2	1	0	0	1	21	2	0	0	0	1	106

SECTION I – WORKFORCE SNAPSHOT PERIOD
12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
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SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID J027126	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1100 WASHINGTON ST	CITY/TOWN MIDLAND	STATE MI	ZIP CODE 48640

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	4	1	0	0	0	0	5	0	0	0	0	0	10
Professionals	1	0	10	0	0	0	0	0	6	0	0	0	1	0	18
Technicians	1	0	11	0	0	0	0	0	3	0	0	0	0	0	15
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Craft Workers	1	1	34	2	1	0	1	0	1	0	0	0	0	0	41
Operatives	0	1	10	0	0	0	0	0	0	0	0	0	0	0	11
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	3	2	70	3	1	0	1	0	17	0	0	0	1	0	98
PRIOR 2021 REPORTING YEAR TOTAL	3	2	60	3	1	0	0	0	15	0	0	0	1	0	85

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID 1166088	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2500 E CORK ST	CITY/TOWN KALAMAZOO	STATE MI	ZIP CODE 49001

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	23	5	0	0	0	1	3	1	0	0	0	0	34
Professionals	2	0	31	2	1	0	0	2	9	0	0	0	0	0	47
Technicians	2	0	16	1	1	0	1	0	5	1	1	0	0	0	28
Sales Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Administrative Support Workers	0	0	2	0	0	0	0	0	5	1	1	0	0	0	9
Craft Workers	3	0	94	5	2	0	1	0	1	0	0	0	0	0	106
Operatives	1	0	22	2	0	0	1	0	3	0	0	0	0	0	29
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	9	0	189	15	4	0	3	3	26	3	2	0	0	0	254
PRIOR 2021 REPORTING YEAR TOTAL	8	1	192	18	4	0	3	3	25	3	1	0	0	0	258

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

null

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
ESTABLISHMENT REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M149641	EMPLOYER NAME CMS ENERGY		
ADDRESS 1 ENERGY PLAZA	CITY/TOWN JACKSON	STATE MI	ZIP CODE 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID I767197	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY CO		
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 5035 PROGRESS DR	CITY/TOWN LUDINGTON	STATE MI	ZIP CODE 49431

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5
Professionals	0	0	3	0	0	0	0	0	0	1	0	0	0	0	4
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 Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	1	0	18	0	0	0	0	0	0	0	0	0	0	0	19
Operatives	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Laborers and 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
CURRENT 2022 REPORTING YEAR TOTAL	2	0	29	0	0	0	0	0	1	0	0	0	0	0	32
PRIOR 2021 REPORTING YEAR TOTAL	2	0	23	0	0	0	0	0	1	0	0	0	0	0	26

SECTION I – WORKFORCE SNAPSHOT PERIOD

12152022 - 12312022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

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