

# CMS ENERGY COMPANY POLICY OF EQUAL EMPLOYMENT OPPORTUNITY

## POLICY

The Company does not, and will not, discriminate for or against any employee or applicant for employment or promotion because of age, sex, race, religion, creed, color, national origin, ancestry, height, weight, marital status, sexual orientation, disability or covered veteran status. This policy applies to all aspects of employment on the job, and applies to benefits to the extent required by law.

No employee or applicant will be coerced, intimidated, interfered with or discriminated against for filing a complaint or assisting in an investigation under this policy or the corresponding federal and state laws.

## IMPLEMENTATION

In order to implement this policy, the Company will:

1. Follow employment procedures that assure equal consideration and opportunity for all applicants and employees.
2. Investigate, upon request, the circumstances of any person who believes that he/she is the object of employment discrimination or harassment, and review the results of that investigation with that person. A person who believes that he/she is the object of employment discrimination or harassment may contact the corporate director of employee relations and EEO, the chief compliance officer, any human resources representative or a member of management.
3. Implement its affirmative action programs having the long-term objectives of utilizing minority and female individuals within the Company in the same approximate proportion as minority and female individuals with the requisite skills existing in the labor force, and to employ qualified individuals with disabilities, qualified disabled veterans and other covered veterans.
4. Make reasonable accommodations to the physical and mental limitations of an employee or applicant. Reasonable accommodations are those that do not impose an undue hardship on the conduct of the Company's business.

## RESPONSIBILITY

Responsibility for ensuring proper and consistent implementation of the foregoing lies with the senior vice president of human resources. Under his/her direction, the corporate director of employee relations and EEO and the director of staffing and diversity will actively oversee employment practices in all departments of the Company, to ensure fulfillment of both the letter and spirit of this policy.

  
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David W. Joos  
President and Chief Executive Officer

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