

CO= M149641

U= M149641

EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
CONSOLIDATED REPORT - TYPE 2

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA
JACKSON, MI 49201

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

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:006959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

SECTION D - EMPLOYMENT DATA

Table with columns for Job Categories, Hispanic or Latino (Male/Female), Not-Hispanic or Latino (Male/Female) broken down by race/ethnicity, and Overall Totals. Rows include Executive/Sr Officials, First/Mid Officials, Professionals, Technicians, Sales Workers, Administrative Support, Craft Workers, Operatives, Laborers & Helpers, Service Workers, and Totals.

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/15/2018 THRU 12/31/2018

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: REBECCA I KOSNIK
EEO-1 REPORT CONTACT PERSON: REBECCA I KOSNIK
EMAIL: REBECCA.KOSNIK@CMSENERGY.COM

TITLE: EEO-EMPLOYEE RELATIONS DIRECTOR
TITLE: EEO-EMPLOYEE RELATIONS DIRECTOR
TELEPHONE NO: 5177880885
CERTIFIED DATE[EST]: 06/04/2019 08:37 PM

CO= M149641

U= M149641

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
HEADQUARTERS REPORT - TYPE 3**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201
JACKSON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	1	0	21	2	0	5	0	0	14	0	0	0	0	0	0	43
FIRST/MID OFFICIALS & MGRS	1	4	93	6	0	8	0	1	68	2	0	1	0	0	184	
PROFESSIONALS	6	8	268	16	0	27	3	1	248	14	1	9	2	3	606	
TECHNICIANS	0	0	15	1	0	1	0	1	16	3	0	0	0	0	37	
SALES WORKERS	0	0	4	0	0	0	0	0	4	0	0	0	0	0	8	
ADMINISTRATIVE SUPPORT	0	5	12	3	0	0	0	1	74	7	0	0	0	0	102	
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	8	17	413	28	0	41	3	4	424	26	1	10	2	3	980	
PREVIOUS REPORT TOTAL	7	20	403	29	0	41	3	3	416	24	1	11	2	3	963	

SECTION F - REMARKS

CO= M149641

U= 1166055

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
3201 E COURT ST

FLINT, MI 48501
GENESEE COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:078400371 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	2	0	19	4	0	0	0	0	7	1	0	0	0	0	0	33
PROFESSIONALS	0	1	30	3	0	1	0	0	9	2	0	0	0	0	0	46
TECHNICIANS	0	0	29	3	0	0	0	0	18	1	0	0	0	0	0	51
SALES WORKERS	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
ADMINISTRATIVE SUPPORT	0	1	6	2	0	0	0	0	18	3	0	0	0	0	0	30
CRAFT WORKERS	2	0	100	16	0	2	2	2	18	2	0	0	0	0	0	144
OPERATIVES	1	1	44	3	0	0	0	0	6	1	0	0	1	0	0	57
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	5	3	229	31	0	3	2	2	79	10	0	0	1	0	0	365
PREVIOUS REPORT TOTAL	5	2	218	31	0	3	2	1	79	11	0	1	1	0	0	354

SECTION F - REMARKS

CO= M149641

U= 1166066

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4000 CLAY AVE SW

GRAND RAPIDS, MI 49548
KENT COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:079297453 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
FIRST/MID OFFICIALS & MGRS	2	1	43	2	0	0	0	1	9	2	0	0	0	0	0	60
PROFESSIONALS	8	1	72	1	0	3	0	0	32	4	0	1	0	1	123	
TECHNICIANS	3	3	53	8	0	1	0	0	50	2	0	1	0	0	121	
SALES WORKERS	0	0	6	0	0	0	0	0	0	0	0	0	0	1	7	
ADMINISTRATIVE SUPPORT	1	6	12	3	0	0	0	0	60	10	0	2	0	2	96	
CRAFT WORKERS	4	1	75	6	0	1	1	3	5	0	0	0	0	0	96	
OPERATIVES	0	0	15	0	0	0	0	0	1	3	0	1	1	0	21	
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	18	12	277	20	0	5	1	4	158	21	0	5	1	4	526	
PREVIOUS REPORT TOTAL	18	8	276	20	0	5	1	5	156	20	0	5	1	6	521	

SECTION F - REMARKS

CO= M149641

U= 1166088

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2500 E CORK ST

KALAMAZOO, MI 49001
KALAMAZOO COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:079297396 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	21	3	0	0	0	0	4	0	0	0	0	0	0	28
PROFESSIONALS	2	0	20	0	0	0	0	0	8	1	0	0	0	0	0	31
TECHNICIANS	2	1	12	4	0	1	0	1	7	2	0	0	0	0	0	30
SALES WORKERS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	6	0	0	0	0	0	0	7
CRAFT WORKERS	1	0	86	7	0	0	1	0	4	0	0	0	0	0	0	99
OPERATIVES	1	0	28	1	0	2	0	0	5	0	0	0	0	0	0	37
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	6	1	171	15	0	3	1	1	34	3	0	0	0	0	0	235
PREVIOUS REPORT TOTAL	5	1	174	16	0	3	1	0	38	4	0	0	0	0	0	242

SECTION F - REMARKS

CO= M149641

U= 1166090

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
530 W WILLOW

LANSING, MI 48901
INGHAM COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:049254998 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	1	29	4	0	0	0	0	11	5	0	0	0	0	0	51
PROFESSIONALS	2	2	24	2	0	0	1	0	30	4	0	0	0	0	1	66
TECHNICIANS	1	0	20	3	0	0	0	0	16	0	0	0	0	0	1	41
SALES WORKERS	0	0	2	1	0	0	0	0	1	0	0	0	0	0	0	4
ADMINISTRATIVE SUPPORT	0	9	15	2	0	1	0	0	48	12	0	1	1	3	92	
CRAFT WORKERS	5	0	74	2	0	0	1	1	3	0	0	1	0	0	87	
OPERATIVES	2	0	39	3	0	0	1	2	3	0	0	0	2	0	52	
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	11	12	203	17	0	1	3	3	112	21	0	2	3	5	393	
PREVIOUS REPORT TOTAL	11	13	206	13	0	1	3	3	111	20	0	2	3	4	390	

SECTION F - REMARKS

CO= M149641

U= 1166110

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2400 WEISS ST

SAGINAW, MI 48602
SAGINAW COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:078419314 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	2	26	3	0	0	0	0	11	3	0	0	0	0	0	45
PROFESSIONALS	4	3	27	1	0	1	1	0	23	0	0	0	0	0	1	61
TECHNICIANS	3	0	32	2	1	0	0	0	40	3	0	0	0	0	0	81
SALES WORKERS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
ADMINISTRATIVE SUPPORT	3	6	11	0	0	0	0	1	66	16	0	1	0	0	0	104
CRAFT WORKERS	3	0	57	2	0	1	0	1	3	1	0	0	0	0	0	68
OPERATIVES	3	0	25	0	0	0	0	0	2	1	0	0	0	0	0	31
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	16	11	180	8	1	2	1	2	145	24	0	1	0	1	0	392
PREVIOUS REPORT TOTAL	16	12	185	8	1	2	1	2	158	23	0	1	0	1	0	410

SECTION F - REMARKS

CO= M149641

U= 1166121

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
821 HASTINGS ST

TRAVERSE CITY, MI 49684
GRAND TRAVERSE COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:050946391 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	14	0	0	0	0	0	1	0	0	0	0	0	0	15
PROFESSIONALS	0	1	7	0	0	0	0	0	5	0	0	0	0	0	0	13
TECHNICIANS	0	0	13	1	0	0	0	0	2	0	0	0	0	0	0	16
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3
CRAFT WORKERS	0	0	38	0	0	0	1	1	0	0	0	0	0	0	0	40
OPERATIVES	0	0	5	0	0	0	0	0	1	0	0	0	1	0	0	7
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	1	78	1	0	0	1	1	12	0	0	0	1	0	0	95
PREVIOUS REPORT TOTAL	0	1	74	1	0	0	1	1	13	0	0	0	1	0	0	92

SECTION F - REMARKS

CO= M149641

U= 1166143

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4600 COOLIDGE HWY

ROYAL OAK, MI 48068
OAKLAND COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:078400256 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	20	5	0	2	0	1	12	6	0	0	0	0	0	46
PROFESSIONALS	2	2	18	4	0	0	0	1	12	16	0	0	0	0	0	55
TECHNICIANS	3	0	14	10	0	0	0	0	15	13	0	0	0	0	0	55
SALES WORKERS	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	3
ADMINISTRATIVE SUPPORT	0	0	6	11	0	0	0	1	14	30	0	1	0	0	0	63
CRAFT WORKERS	1	0	24	25	0	2	1	2	9	3	0	0	0	0	0	67
OPERATIVES	2	1	43	22	0	0	1	0	15	2	0	0	0	0	0	86
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	8	3	125	77	0	4	2	5	79	71	0	1	0	0	0	375
PREVIOUS REPORT TOTAL	8	4	116	70	0	4	2	3	95	67	0	2	0	0	0	371

SECTION F - REMARKS

CO= M149641

U= B230294

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1000 GRAND OAKS

HOWELL, MI 48843
LIVINGSTON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:949929640 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	5	1	0	0	0	0	3	0	0	0	0	0	0	9
PROFESSIONALS	0	0	4	0	0	1	0	0	5	0	0	0	0	0	0	10
TECHNICIANS	0	0	4	0	0	0	0	0	3	0	0	0	0	0	0	7
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
CRAFT WORKERS	0	0	16	0	0	0	0	0	1	0	0	0	1	0	0	18
OPERATIVES	0	0	14	1	0	0	0	0	11	0	0	0	0	0	0	26
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	45	2	0	1	0	0	24	0	0	0	1	0	0	73
PREVIOUS REPORT TOTAL	0	0	48	4	0	1	0	0	22	0	0	0	1	0	0	76

SECTION F - REMARKS

CO= M149641

U= EZ01068

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
209 E WASHINGTON AVE

JACKSON, MI 49201
JACKSON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:006959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	1	0	0	1	0	0	0	0	0	0	5
PROFESSIONALS	0	0	25	0	0	5	1	0	9	1	0	3	0	0	0	44
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	0	1	0	1	0	0	0	0	2	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	1	28	2	0	6	1	0	12	1	0	3	0	0	0	54
PREVIOUS REPORT TOTAL	0	0	28	1	0	5	1	0	10	1	0	3	0	0	0	49

SECTION F - REMARKS

CO= M149641

U= FH11332

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
6543 W BUTTERFIELD HWY

BELLEVUE, MI 49021
EATON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	17	0	0	0	0	0	0	0	0	0	0	0	0	17
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
OPERATIVES	4	1	67	4	0	1	3	2	0	0	0	0	0	0	0	82
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	4	1	88	4	0	1	3	2	0	0	0	0	0	0	0	103
PREVIOUS REPORT TOTAL	0	0	16	0	0	0	0	1	0	0	0	0	0	0	0	17

SECTION F - REMARKS

CO= M149641

U= FH11343

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
700 E STERNBERG RD

NORTON SHORES, MI 49441
MUSKEGON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:045886827 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	9	0	0	0	1	0	4	0	0	0	1	0	0	15
PROFESSIONALS	0	0	9	0	0	0	0	0	4	0	0	0	0	0	0	13
TECHNICIANS	0	0	5	1	0	0	0	0	3	0	0	0	0	0	0	9
SALES WORKERS	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	4
CRAFT WORKERS	1	0	40	2	0	0	0	0	0	0	0	0	0	0	0	43
OPERATIVES	0	0	1	2	0	0	0	0	3	0	0	0	0	0	0	6
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	64	5	0	0	1	0	17	3	0	0	1	0	0	92
PREVIOUS REPORT TOTAL	1	0	66	5	0	0	1	0	17	3	0	0	1	0	0	94

SECTION F - REMARKS

CO= M149641

U= FH11376

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
14500 DIXIE HWY

HOLLY, MI 48442
OAKLAND COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	24	1	0	0	0	1	0	0	0	0	1	0	0	28
PROFESSIONALS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
OPERATIVES	7	0	96	2	0	0	2	0	5	0	0	0	0	0	0	112
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	8	0	125	3	0	0	2	1	6	0	0	0	1	0	0	146
PREVIOUS REPORT TOTAL	0	0	21	3	0	0	0	1	2	1	0	0	1	0	0	29

SECTION F - REMARKS

CO= M149641

U= FH11387

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4484 PRODUCT DR

WIXOM, MI 48393
OAKLAND COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	1	25	2	0	0	1	1	3	0	0	0	0	0	1	34
PROFESSIONALS	0	0	1	0	0	0	0	0	1	1	0	0	0	0	0	3
TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
CRAFT WORKERS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
OPERATIVES	8	0	211	11	1	0	2	2	3	0	0	0	0	0	0	238
LABORERS & HELPERS	5	0	61	2	0	1	1	0	0	1	0	0	0	0	0	71
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	13	1	303	15	1	1	4	3	8	3	0	0	0	0	1	353
PREVIOUS REPORT TOTAL	0	1	23	1	0	0	1	0	0	1	0	0	0	0	1	28

SECTION F - REMARKS

CO= M149641

U= FH11398

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
14358 DIXIE HWY

HOLLY, MI 48442
OAKLAND COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:041409954 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	10	0	0	0	0	0	2	0	0	0	0	0	0	12
PROFESSIONALS	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
TECHNICIANS	1	0	8	0	0	0	0	0	3	0	0	1	0	0	0	13
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	2
CRAFT WORKERS	0	0	27	2	0	0	0	0	4	1	0	0	0	0	0	34
OPERATIVES	1	1	28	0	0	0	0	0	6	0	0	0	0	0	0	36
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	1	75	2	0	0	0	0	19	1	0	1	0	0	1	102
PREVIOUS REPORT TOTAL	2	1	76	4	0	0	0	0	19	1	0	0	0	0	1	104

SECTION F - REMARKS

CO= M149641

U= FT51708

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4100 WEST M76

WEST BRANCH, MI 48661
OGEMAW COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:041409954 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	1	0	0	0	0	0	0	5
PROFESSIONALS	0	0	11	0	0	0	0	0	2	0	0	0	0	0	0	13
TECHNICIANS	0	0	6	0	0	0	0	0	5	0	0	0	0	0	0	11
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	48	1	0	0	1	0	2	0	0	0	1	0	0	53
OPERATIVES	0	0	5	0	0	0	0	0	2	0	0	0	0	0	0	7
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	75	1	0	0	1	0	15	0	0	0	1	0	0	93
PREVIOUS REPORT TOTAL	0	0	72	1	0	0	1	0	17	0	0	0	1	0	0	92

SECTION F - REMARKS

CO= M149641
 U= GP12303

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 3030 M 40

 HAMILTON, MI 49419
 ALLEGAN COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
PROFESSIONALS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
TECHNICIANS	0	0	4	0	0	0	0	0	1	0	0	0	0	0	0	5
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	35	0	0	0	0	1	1	0	0	0	0	0	0	37
OPERATIVES	0	0	1	0	0	0	1	0	2	0	0	0	0	0	0	4
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	45	0	0	0	1	1	5	0	0	0	0	0	0	52
PREVIOUS REPORT TOTAL	0	0	43	0	0	0	1	1	5	0	0	0	0	0	0	50

SECTION F - REMARKS

CO= M149641

U= I767186

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
PO BOX 476

LUDINGTON, MI 49431
MASON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:041409954 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221111 Hydroelectric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	2	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	7
PROFESSIONALS	1	0	16	1	0	0	0	0	1	0	0	1	0	0	0	0	20
TECHNICIANS	0	0	5	0	0	0	0	0	2	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	0
ADMINISTRATIVE SUPPORT	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2
CRAFT WORKERS	1	0	23	0	0	0	0	0	0	0	0	0	0	0	0	0	24
OPERATIVES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
LABORERS & 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
TOTAL	4	1	52	1	0	0	0	0	4	0	0	1	0	0	0	0	63
PREVIOUS REPORT TOTAL	4	1	48	1	0	0	0	0	2	0	0	0	0	0	0	0	56

SECTION F - REMARKS

CO= M149641

U= J027051

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
311 E MICHIGAN AVE

BATTLE CREEK, MI 49017
CALHOUN COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:045891306 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	6	0	0	0	0	0	2	0	0	0	0	0	0	9
PROFESSIONALS	0	0	11	0	0	0	0	1	4	2	0	0	0	0	0	18
TECHNICIANS	0	0	10	0	0	0	0	0	7	0	0	0	0	0	0	17
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	3
CRAFT WORKERS	1	0	40	2	0	0	0	0	2	0	0	0	0	0	1	46
OPERATIVES	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0	6
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	1	72	2	0	0	0	1	16	3	0	0	0	0	1	99
PREVIOUS REPORT TOTAL	2	0	72	2	0	1	0	1	13	3	0	0	0	0	1	95

SECTION F - REMARKS

CO= M149641

U= J027062

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1955 W PARNALL RD

JACKSON, MI 49201
JACKSON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:151370640 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	27	1	0	1	0	1	8	1	0	0	0	0	0	39
PROFESSIONALS	0	1	11	1	0	0	0	0	7	1	0	0	0	0	0	21
TECHNICIANS	0	2	26	1	0	0	0	1	38	3	0	0	0	0	0	71
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	2
ADMINISTRATIVE SUPPORT	0	0	1	1	0	0	0	0	4	0	0	0	0	0	0	6
CRAFT WORKERS	4	0	78	2	0	0	1	0	5	1	0	0	0	0	0	91
OPERATIVES	2	0	25	3	0	0	0	1	7	0	0	0	0	0	0	38
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	6	3	169	9	0	1	1	3	69	6	0	1	0	0	0	268
PREVIOUS REPORT TOTAL	7	3	179	11	0	2	1	3	81	8	0	1	0	0	1	297

SECTION F - REMARKS

CO= M149641

U= J027073

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2613 E MAUMEE ST

ADRIAN, MI 49221
LENAWEE COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:080980394 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	2	0	0	0	0	0	0	6
PROFESSIONALS	0	0	3	0	0	0	0	0	3	0	0	0	0	0	0	6
TECHNICIANS	0	0	4	0	0	0	0	0	3	1	0	0	0	0	0	8
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
CRAFT WORKERS	1	0	36	1	0	0	1	0	1	0	0	0	0	0	0	40
OPERATIVES	0	0	7	1	0	0	0	0	0	0	0	0	0	0	0	8
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	54	2	0	0	1	0	11	1	0	0	0	0	0	70
PREVIOUS REPORT TOTAL	1	0	50	1	0	0	1	0	12	1	0	0	0	0	0	66

SECTION F - REMARKS

CO= M149641

U= J027084

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
35350 KELLY RD

MOUNT CLEMENS, MI 48043
MACOMB COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:120289483 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
FIRST/MID OFFICIALS & MGRS	0	0	9	3	0	0	0	0	5	2	0	0	1	0	0	20
PROFESSIONALS	0	0	7	0	0	0	0	0	3	1	0	0	0	0	0	11
TECHNICIANS	0	0	6	0	0	0	1	0	7	1	0	0	0	0	1	16
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	3	0	0	0	0	0	1	4
CRAFT WORKERS	1	0	43	12	0	1	2	0	12	1	0	0	2	0	0	74
OPERATIVES	1	0	54	1	0	0	0	1	6	1	0	0	0	0	0	64
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	122	16	0	1	3	1	36	6	0	0	3	2	0	192
PREVIOUS REPORT TOTAL	2	0	124	16	0	1	3	1	33	6	0	0	3	2	0	191

SECTION F - REMARKS

CO= M149641

U= J027095

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
11801 FARMINGTON RD

LIVONIA, MI 48151
WAYNE COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:068838226 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	1	0	0	0	0	2	0	0	0	0	0	0	4
FIRST/MID OFFICIALS & MGRS	2	1	13	4	0	0	1	0	4	7	0	0	0	0	1	33
PROFESSIONALS	0	1	22	4	0	0	0	1	13	3	0	1	0	0	1	46
TECHNICIANS	2	2	2	2	0	0	0	0	2	1	0	1	0	0	0	12
SALES WORKERS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	5	2	0	0	0	0	0	7
CRAFT WORKERS	1	0	34	9	0	0	0	1	9	5	0	0	0	0	0	59
OPERATIVES	0	2	49	7	0	0	2	0	3	1	0	0	1	0	0	65
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	5	6	123	27	0	0	3	2	38	19	0	2	1	2	228	
PREVIOUS REPORT TOTAL	5	3	119	24	0	1	0	2	38	19	0	1	1	1	214	

SECTION F - REMARKS

CO= M149641

U= J027104

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1325 WRIGHT AVE

ALMA, MI 48801
GRATIOT COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:072579915 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	7	0	0	0	0	0	7	1	0	0	0	0	0	15
PROFESSIONALS	0	0	11	0	0	0	0	0	5	0	0	0	0	0	0	16
TECHNICIANS	0	0	11	0	0	0	0	0	4	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	0	3	3	1	0	0	0	0	46	0	0	0	0	0	0	53
CRAFT WORKERS	7	0	32	0	0	0	0	0	1	0	0	0	0	0	0	40
OPERATIVES	1	0	7	0	0	0	0	0	3	0	0	0	0	0	0	11
LABORERS & HELPERS	0	0	2	0	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	0
TOTAL	8	3	73	1	0	0	0	0	66	1	0	0	0	0	0	152
PREVIOUS REPORT TOTAL	9	1	73	1	0	0	0	0	66	0	0	0	0	0	0	150

SECTION F - REMARKS

CO= M149641

U= J027115

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4141 E WILDER RD

BAY CITY, MI 48706
BAY COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:053269510 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 Fossil Fuel Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	1	0	16	0	0	0	0	0	2	0	0	0	0	0	0	19
PROFESSIONALS	0	0	32	0	0	0	1	0	16	0	0	0	0	0	0	49
TECHNICIANS	2	1	17	0	0	0	0	0	10	0	0	0	0	0	0	30
SALES WORKERS	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	5
CRAFT WORKERS	1	0	34	0	0	0	0	0	1	0	0	0	0	0	0	36
OPERATIVES	1	0	9	1	0	0	0	0	0	0	0	0	0	0	0	11
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	5	1	109	1	0	0	1	0	36	0	0	0	0	0	0	153
PREVIOUS REPORT TOTAL	6	1	97	1	0	0	1	0	33	0	0	0	0	0	0	139

SECTION F - REMARKS

CO= M149641

U= J027126

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1100 WASHINGTON ST

MIDLAND, MI 48640
MIDLAND COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:149955106 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	4	0	0	0	0	0	0	7
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	1	0	3	
TECHNICIANS	0	0	5	0	0	0	0	0	2	0	0	0	0	0	7	
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	
CRAFT WORKERS	1	1	25	2	0	1	0	1	3	0	0	0	0	0	34	
OPERATIVES	0	1	11	0	0	0	0	0	0	0	0	0	0	0	12	
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	1	2	47	2	0	1	0	1	11	0	0	0	1	0	66	
PREVIOUS REPORT TOTAL	1	2	48	2	0	1	0	1	15	0	0	0	1	0	71	

SECTION F - REMARKS

CO= M149641
 U= M664254

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 135 W TRAIL ST

 JACKSON, MI 49201
 JACKSON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:067329490 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
PROFESSIONALS	0	0	23	1	0	1	0	0	3	0	0	0	0	0	0	28
TECHNICIANS	2	0	33	1	0	0	0	0	0	8	0	0	0	0	0	44
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	61	2	0	1	0	0	6	8	0	0	0	0	0	80
PREVIOUS REPORT TOTAL	1	0	61	2	0	1	0	0	13	1	0	0	0	0	0	79

SECTION F - REMARKS

CO= M149641

U= M664276

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1945 W PARNALL RD

JACKSON, MI 49201
JACKSON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:018472498 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	0	0	14	0	0	0	0	0	6	1	0	1	0	0	22
FIRST/MID OFFICIALS & MGRS	5	2	92	2	0	2	0	0	30	2	0	1	1	0	137
PROFESSIONALS	4	3	233	19	0	9	5	3	120	8	0	8	2	3	417
TECHNICIANS	0	1	43	5	0	3	1	1	35	1	0	3	0	0	93
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	1	8	0	0	0	0	0	20	1	0	0	0	0	30
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	9	7	390	26	0	14	6	4	211	13	0	13	3	3	699
PREVIOUS REPORT TOTAL	9	7	390	25	0	14	5	4	206	12	0	10	3	3	688

SECTION F - REMARKS

CO= M149641
 U= M664287

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 1935 W PARNALL RD

 JACKSON, MI 49201
 JACKSON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:018472498 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	10
PROFESSIONALS	3	0	43	2	0	1	0	1	9	0	0	1	0	0	0	60
TECHNICIANS	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	3	0	0	0	0	0	4	1	0	0	0	0	0	8
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	0	58	3	0	1	0	1	13	2	0	1	0	0	0	82
PREVIOUS REPORT TOTAL	3	0	65	2	0	0	0	1	16	2	0	2	0	0	0	91

SECTION F - REMARKS

CO= M149641
 U= M664302

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 2742 NORTH WEADOCK HWY

 ESSEXVILLE, MI 48732
 BAY COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:040562597 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 Fossil Fuel Electric Power
 Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	1	0	41	2	0	0	1	0	7	0	0	0	0	0	0	52
PROFESSIONALS	1	0	52	1	0	1	1	2	15	1	0	0	0	0	0	74
TECHNICIANS	1	0	15	0	0	0	0	0	6	0	0	0	0	0	0	22
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	5	0	0	0	0	0	0	6
CRAFT WORKERS	4	0	99	2	0	0	2	0	4	1	0	0	0	0	0	112
OPERATIVES	2	0	30	0	0	0	1	0	2	0	0	0	0	0	0	35
LABORERS & HELPERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	9	0	239	5	0	1	5	2	40	2	0	0	0	0	0	303
PREVIOUS REPORT TOTAL	8	0	238	6	0	1	6	1	34	3	0	1	0	0	0	298

SECTION F - REMARKS

CO= M149641

U= M664331

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
17000 CROSWELL ST

WEST OLIVE, MI 49460
OTTAWA COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:041409954 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 Fossil Fuel Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	2	0	41	3	0	0	0	0	6	0	0	1	0	0	0	53
PROFESSIONALS	1	0	31	1	0	0	0	1	7	0	0	0	0	0	0	41
TECHNICIANS	0	0	19	1	0	0	0	0	1	1	0	1	0	0	0	23
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	7	0	0	0	0	0	0	7
CRAFT WORKERS	8	0	110	5	0	0	3	2	9	1	0	0	0	0	0	138
OPERATIVES	2	1	52	4	0	0	0	3	1	0	0	0	0	0	0	63
LABORERS & HELPERS	1	0	13	0	0	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	0
TOTAL	14	1	267	14	0	0	3	6	31	2	0	2	0	0	0	340
PREVIOUS REPORT TOTAL	13	1	262	13	0	1	2	6	33	2	0	1	0	0	0	334

SECTION F - REMARKS

CO= M149641

U= P157205

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
330 CHESTNUT ST

CADILLAC, MI 49601
WEXFORD COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:120533013 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 Fossil Fuel Electric Power Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	10
PROFESSIONALS	0	0	8	0	0	0	0	0	4	0	0	0	0	0	0	12
TECHNICIANS	0	0	6	0	0	0	0	0	1	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	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	4
CRAFT WORKERS	0	0	21	0	0	0	1	0	1	0	0	0	0	0	0	23
OPERATIVES	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	4
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	48	0	0	0	1	0	11	0	0	0	0	0	0	60
PREVIOUS REPORT TOTAL	0	0	50	0	0	0	1	0	12	0	0	0	0	0	0	63

SECTION F - REMARKS

CO= M149641

U= P157223

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1801 W MAIN STREET

OWOSSO, MI 48867
SHIAWASSEE COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:120293022 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	6	1	0	0	0	0	1	1	0	0	0	0	0	9
PROFESSIONALS	0	0	7	0	0	0	0	0	4	0	0	1	0	0	0	12
TECHNICIANS	1	0	3	0	0	0	0	0	4	0	0	0	0	0	0	8
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	2	0	0	0	0	0	3	0	0	0	0	0	0	5
CRAFT WORKERS	3	0	22	0	0	0	0	0	1	0	0	0	1	0	0	27
OPERATIVES	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	9
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	4	0	49	1	0	0	0	0	13	1	0	1	1	0	0	70
PREVIOUS REPORT TOTAL	4	0	53	1	0	0	0	0	13	0	0	1	1	0	0	73

SECTION F - REMARKS

CO= M149641
 U= W327172

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 16900 POLK ST

 WEST OLIVE, MI 49460
 OTTAWA COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:041409954 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 Fossil Fuel Electric Power
 Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	13	0	0	0	0	0	4	0	0	0	0	0	0	0	17
PROFESSIONALS	1	0	53	1	0	0	0	0	9	0	0	0	0	0	0	0	64
TECHNICIANS	0	0	6	0	0	0	0	0	2	1	0	0	0	0	0	0	9
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	2
CRAFT WORKERS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	5
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & 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
TOTAL	1	0	78	1	0	0	0	0	16	1	0	1	0	0	0	0	98
PREVIOUS REPORT TOTAL	1	0	77	1	0	0	0	0	14	1	0	0	0	0	0	0	94

SECTION F - REMARKS

CO= M149641
 U= W327742

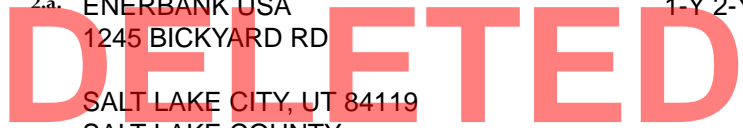
EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. ENERBANK USA
 1245 BICKYARD RD
 SALT LAKE CITY, UT 84119
 SALT LAKE COUNTY
 c. Y



SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :870680910

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 522220 Sales Financing

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	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	0
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	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 & 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
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	4	14	93	3	1	5	1	3	95	2	0	4	2	3	230		

SECTION F - REMARKS

Establishment Closed/ Out of Business./Closed as Type-4 and Reported in Type6./was consolidated into another

CO= M149641

U= A515734

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1125 WEST GREEN STREET

HASTINGS, MI 49058
BARRY COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:120172572 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	3
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	4	0	0	0	0	0	1	0	0	0	0	0	0	5
SALES WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	2
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	17	0	0	0	0	1	4	0	0	0	0	0	1	23
OPERATIVES	0	0	10	0	0	1	0	1	0	0	0	0	0	0	0	12
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	33	1	0	1	0	2	9	0	0	0	1	1	49	
PREVIOUS REPORT TOTAL	1	0	33	1	0	1	0	2	8	0	0	0	1	0	47	

SECTION F - REMARKS

CO= M149641

U= B034506

EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4525 E ERIE RD
ERIE, MI 48133
MONROE COUNTY
c. Y



SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:087050506 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 Fossil Fuel Electric Power
Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	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	0
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	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 & 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
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1

SECTION F - REMARKS

Establishment Closed/ Out of Business./Closed as Type-4 and Reported in Type6./was consolidated into another

CO= M149641
 U= BC34860

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 409 SOUTH COOPER

 JACKSON, MI 49201
 JACKSON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= CK58908

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. ENERBANK USA
 6650 HIGHLAND RD

 WATERFORD, MI 48327
 OAKLAND COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :870680910

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 522220 Sales Financing

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= CK59288

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CMS GENERATION OPERATING LLC
5315 ENERGY DR

FLINT, MI 48505
GENESEE COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:827011362 EIN :382726431

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6
PROFESSIONALS	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	3
TECHNICIANS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	9	1	0	0	0	0	0	0	0	0	0	0	0	10
OPERATIVES	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
LABORERS & HELPERS	0	0	3	0	0	0	0	0	1	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
TOTAL	0	0	25	1	0	0	0	0	5	0	0	0	0	0	0	31
PREVIOUS REPORT TOTAL	0	0	26	1	0	0	1	0	4	0	0	0	0	0	0	32

SECTION F - REMARKS

CO= M149641
 U= EQ70207

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 425 N FAIRVIEW RD

 ZEELAND, MI 49464
 OTTAWA COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:949929640 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
FIRST/MID OFFICIALS & MGRS	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6
PROFESSIONALS	0	0	8	0	0	0	0	0	1	0	0	0	0	0	0	9
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	1	1	15	1	0	0	0	0	0	0	0	0	0	0	0	18
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	1	32	1	0	0	0	0	2	0	0	0	0	0	0	37
PREVIOUS REPORT TOTAL	1	1	21	1	0	0	0	0	2	0	0	0	0	0	0	26

SECTION F - REMARKS

CO= M149641

U= FH11354

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2724 PECK ST

MUSKEGON HEIGHTS, MI 49444
MUSKEGON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:41409954 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= GF46683

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
3741 W HOPPE RD

UNIONVILLE, MI 48767
TUSCOLA COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:41409954 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221115 Wind Electric Power
Generation

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= GF46694

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4925 W PROGRESS DR

LUDINGTON, MI 49431
MASON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:41409954 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221115 Wind Electric Power
Generation

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641
 U= GP12297

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 165 W MICHIGAN AVE

 JACKSON, MI 49201
 JACKSON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	9	0	0	3	0	0	3	0	0	0	0	0	0	15
PROFESSIONALS	0	0	14	0	0	1	0	0	6	1	0	0	0	0	0	22
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	24	0	0	4	0	0	11	1	0	0	0	0	0	40
PREVIOUS REPORT TOTAL	0	0	5	0	0	1	0	0	4	2	0	0	0	0	0	12

SECTION F - REMARKS

CO= M149641
 U= GP12312

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. ENERBANK USA
 1656 S EAST BAY BLVD
 PROVO, UT 84606
 UTAH COUNTY
 c. Y



SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :870680910

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 522220 Sales Financing

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	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	0
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	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 & 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
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	1	0	23	0	0	1	1	0	11	0	0	0	0	0	0	0	37

SECTION F - REMARKS

Establishment Closed/ Out of Business./Closed as Type-4 and Reported in Type6./was consolidated into another

CO= M149641

U= I766864

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 4164 ALLEGAN DAM ROAD

ALLEGAN, MI 49010
 ALLEGAN COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I766891

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
6051 STATE ROUTE 65

OSCODA, MI 48750
IOSCO COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
CRAFT WORKERS	1	0	11	0	0	0	0	0	0	0	0	0	0	0	0	12
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	16	0	0	0	0	0	1	0	0	0	0	1	0	19
PREVIOUS REPORT TOTAL	2	0	12	0	0	0	1	0	0	0	0	0	0	1	0	16

SECTION F - REMARKS

CO= M149641

U= I766902

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
696 N PORT CRESCENT ST

BAD AXE, MI 48413
HURON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I766920

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 16440 190TH AVE

 BIG RAPIDS, MI 49307
 MECOSTA COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:120454533 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	4
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	13	0	0	0	1	0	1	0	0	0	0	0	0	15
OPERATIVES	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	22	0	0	0	1	0	4	0	0	0	0	0	0	27
PREVIOUS REPORT TOTAL	0	0	19	0	0	0	1	0	7	0	0	0	0	0	0	27

SECTION F - REMARKS

CO= M149641

U= I766938

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
100 N EAST STREET

BOYNE CITY, MI 49712
CHARLEVOIX COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221113 Nuclear Electric Power
Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	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	0	2	0	0	0	0	0	2	0	0	0	0	0	0	4
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	18	0	0	0	1	0	0	0	0	0	0	0	0	19
OPERATIVES	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	26	0	0	0	1	0	5	0	0	0	0	0	0	32
PREVIOUS REPORT TOTAL	0	0	24	0	0	0	1	0	3	0	0	0	0	0	0	28

SECTION F - REMARKS

CO= M149641

U= I766947

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
805 BRIDGE ST

JACKSON, MI 49203
JACKSON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I766956

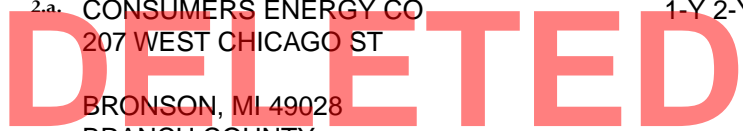
EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 207 WEST CHICAGO ST
 BRONSON, MI 49028
 BRANCH COUNTY
 c. Y



SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:006959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	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	0
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	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 & 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
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	1	0	24	0	0	0	0	1	0	0	0	0	0	0	0	0	26

SECTION F - REMARKS

Establishment Closed/ Out of Business./Closed as Type-4 and Reported in Type6./was consolidated into another

CO= M149641

U= I766974

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
119 N STATE ST

CARO, MI 48723
TUSCOLA COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I767001

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
108 EAST THIRD ST

CLARE, MI 48617
CLARE COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	10
PROFESSIONALS	0	0	4	0	0	0	0	0	2	0	0	0	0	0	0	6
TECHNICIANS	0	0	5	0	0	0	0	0	1	0	0	0	0	0	0	6
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	21	0	0	0	0	0	0	0	0	0	0	0	0	21
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	40	0	0	0	0	0	4	0	0	0	0	0	0	44
PREVIOUS REPORT TOTAL	0	0	33	0	0	0	0	0	4	0	0	0	0	0	0	37

SECTION F - REMARKS

CO= M149641

U= I767010

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
6505 S SWAN AVE RTE 2

NEWAYGO, MI 49337
NEWAYGO COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:120454590 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	8
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	10	0	0	0	0	0	1	0	0	0	0	0	0	11
PREVIOUS REPORT TOTAL	0	0	9	0	0	0	0	0	1	0	0	0	0	0	0	10

SECTION F - REMARKS

CO= M149641

U= I767021

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
115 WEST TRAIL ST

JACKSON, MI 49201
JACKSON COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I767054

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
12201 PLEASANT LAKE RD

MANCHESTER, MI 48158
WASHTENAW COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	5	3	0	0	0	0	0	0	0	0	0	0	0	8
PROFESSIONALS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
TECHNICIANS	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	4	1	0	0	0	0	0	0	0	0	0	0	0	5
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	1	16	4	0	0	0	0	1	0	0	0	0	0	0	22
PREVIOUS REPORT TOTAL	0	0	10	2	0	0	0	0	1	0	0	0	0	0	0	13

SECTION F - REMARKS

CO= M149641

U= I767065

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 820 W MAIN ST

 FREMONT, MI 49412
 NEWAYGO COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I767076

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
201 MURNER ROAD

GAYLORD, MI 49735
OTSEGO COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 Fossil Fuel Electric Power Generation

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I767197

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
5825 WEST US10

LUDINGTON, MI 49431
MASON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:85899706 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
TECHNICIANS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	2	0	10	0	0	0	0	0	0	0	0	0	0	0	0	12
OPERATIVES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	21	0	0	0	0	0	0	0	0	0	0	0	0	23
PREVIOUS REPORT TOTAL	2	0	20	0	0	0	0	0	0	0	0	0	0	0	0	22

SECTION F - REMARKS

CO= M149641

U= I767212

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4950 PARTRIDGE RD

MARION, MI 49665
OSCEOLA COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:20907275 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	1	0	10	0	0	0	0	1	0	0	0	0	0	0	0	12
OPERATIVES	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	19	0	0	0	0	1	1	0	0	0	0	0	0	22
PREVIOUS REPORT TOTAL	1	0	14	0	0	0	0	1	1	0	0	0	0	0	0	17

SECTION F - REMARKS

CO= M149641

U= I767221

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1220 SOUTH KALAMAZOO

MARSHALL, MI 49068
CALHOUN COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	10	0	0	0	0	0	6	0	0	0	0	0	0	16
PROFESSIONALS	0	0	3	0	0	0	0	0	2	0	0	0	0	0	0	5
TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
CRAFT WORKERS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	17	0	0	0	0	0	11	0	0	0	0	0	0	28
PREVIOUS REPORT TOTAL	0	0	12	0	0	0	0	0	4	0	0	0	0	0	0	16

SECTION F - REMARKS

CO= M149641

U= I767241

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
8613 PINE RD

MARION, MI 49665
OSCEOLA COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:20907275 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221210 Natural Gas Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	4	0	0	0	0	0	2	0	0	0	0	0	0	6
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	6	0	0	0	0	0	3	1	0	0	0	0	0	10
OPERATIVES	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	12	0	0	0	0	3	5	0	0	0	0	0	0	20
PREVIOUS REPORT TOTAL	0	0	12	0	0	0	0	3	2	0	0	0	0	0	0	17

SECTION F - REMARKS

CO= M149641

U= I767252

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1235 POST DRIVE

BELMONT, MI 49306
KENT COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	6	0	0	0	0	0	2	0	0	0	0	0	0	8
TECHNICIANS	0	0	4	0	0	0	0	0	2	0	0	0	0	0	0	6
SALES WORKERS	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
ADMINISTRATIVE SUPPORT	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	3
CRAFT WORKERS	1	0	18	0	0	0	1	0	0	0	0	0	0	0	0	20
OPERATIVES	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	30	0	0	0	2	0	9	0	0	0	0	0	0	42
PREVIOUS REPORT TOTAL	1	0	27	0	0	0	2	0	9	0	0	0	0	0	0	39

SECTION F - REMARKS

CO= M149641

U= I767263

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
9440 NAPIER ROAD

NORTHVILLE, MI 48167
WAYNE COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
PROFESSIONALS	0	0	2	2	0	0	0	0	0	2	0	0	0	0	0	6
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	7	1	0	0	0	0	3	0	0	0	0	0	0	11
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	14	3	0	0	0	0	4	2	0	0	0	0	0	23
PREVIOUS REPORT TOTAL	0	0	10	2	0	0	0	0	4	1	0	0	0	0	0	17

SECTION F - REMARKS

CO= M149641

U= I767296

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4131 138TH AVE RTE 1

HAMILTON, MI 49419
ALLEGAN COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:148697592 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	5	0	0	0	1	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 & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	9	0	0	0	1	0	2	0	0	0	0	0	0	12
PREVIOUS REPORT TOTAL	0	0	8	0	0	0	1	0	2	0	0	0	0	0	0	11

SECTION F - REMARKS

CO= M149641

U= I767304

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4141 142ND AVE

HAMILTON, MI 49419
ALLEGAN COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:148697592 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I767331

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
69333 OMO RD

ARMADA, MI 48005
MACOMB COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:120289426 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	3	0	0	0	1	0	0	0	0	0	0	0	0	4
PROFESSIONALS	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	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 & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	19	0	0	0	1	0	2	0	0	0	0	0	0	22
PREVIOUS REPORT TOTAL	0	0	16	0	0	0	1	0	2	0	0	0	0	0	0	19

SECTION F - REMARKS

CO= M149641

U= I767351

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
4521 E ERIE RD

ERIE, MI 48133
MONROE COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	13	1	0	0	0	0	0	0	0	0	0	0	0	14
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	19	1	0	0	0	0	1	0	0	0	0	0	0	21
PREVIOUS REPORT TOTAL	0	0	16	1	0	0	0	0	1	0	0	0	0	0	0	18

SECTION F - REMARKS

CO= M149641

U= I767405

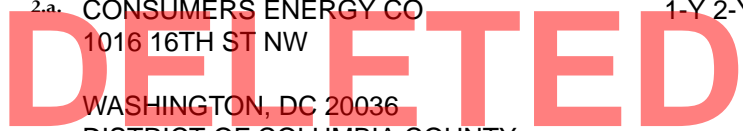
EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1016 16TH ST NW
WASHINGTON, DC 20036
DISTRICT OF COLUMBIA COUNTY
c. Y



SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:006959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	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	0
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	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 & 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
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	0	0	1	0	0	0	0	0	1	2	0	1	0	0	0	0	5

SECTION F - REMARKS

Establishment Closed/ Out of Business./Closed as Type-4 and Reported in Type6./was consolidated into another

CO= M149641

U= I767414

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
8720 PECKINS RD

LYONS, MI 48851
IONIA COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221111 Hydroelectric Power Generation

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I767423

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 68536 A ROAD

WHITE PIGEON, MI 49099
 SAINT JOSEPH COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:82861584 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= I767441

EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
11109 CHICAGO DRIVE
ZEELAND, MI 49464
OTTAWA COUNTY
c. Y

DELETED

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:006959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

Establishment Closed/ Out of Business./Closed as Type-4 and Reported in Type6./was consolidated into another

CO= M149641

U= I767560

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CMS GEN FILER CITY OPERATING LLC
700 MEE ST

FILER CITY, MI 49634
MANISTEE COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:779988898 EIN :382813527

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221112 Fossil Fuel Electric Power
Generation

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	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	3	0	0	0	0	0	0	0	0	0	0	0	0	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	1	0	16	0	0	0	0	0	0	0	0	0	0	0	0	17
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	24	0	0	0	0	0	1	0	0	0	0	0	0	26
PREVIOUS REPORT TOTAL	1	0	24	0	0	0	0	0	1	0	0	0	0	0	0	26

SECTION F - REMARKS

CO= M149641

U= JA29514

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
120 FRONT AVE SW

GRAND RAPIDS, MI 49548
KENT COUNTY

c.

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641

U= JA29525

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
2219 CHAPIN ST

JACKSON, MI 49201
JACKSON COUNTY

c.

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	6	0	0	0	0	0	3	0	0	0	0	0	0	9
PROFESSIONALS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	17	1	0	0	0	0	0	0	0	0	0	0	0	18
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	26	1	0	0	0	0	4	0	0	0	0	0	0	31
PREVIOUS REPORT TOTAL																

SECTION F - REMARKS

CO= M149641

U= JA29536

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
505 JONESVILLE RD

COLDWATER, MI 49036
BRANCH COUNTY

c.

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	1	0	22	0	0	0	1	0	0	0	0	0	0	0	0	24
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	26	0	0	0	1	0	0	0	0	0	0	0	0	28
PREVIOUS REPORT TOTAL																

SECTION F - REMARKS

CO= M149641

U= M664243

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1975 W PARNALL RD

JACKSON, MI 49201
JACKSON COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:18472498 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	1	0	4	2	0	0	0	0	0	0	0	0	0	0	0	7
PROFESSIONALS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
TECHNICIANS	0	0	4	0	0	0	0	0	3	1	0	0	0	0	0	8
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	7	1	0	0	0	0	7	2	0	0	0	0	0	17
OPERATIVES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
LABORERS & HELPERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	20	3	0	0	0	0	10	3	0	0	0	0	0	37
PREVIOUS REPORT TOTAL	1	0	19	6	0	0	0	0	15	3	0	0	0	0	0	44

SECTION F - REMARKS

CO= M149641

U= M664364

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
10021 MARINE CITY HWY

IRA, MI 48023
SAINT CLAIR COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:006959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4
PROFESSIONALS	0	1	4	0	0	1	0	0	3	0	0	0	0	0	0	0	9
TECHNICIANS	0	0	1	0	0	0	0	0	1	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	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	22	0	0	0	1	0	2	0	0	0	0	0	0	0	25
OPERATIVES	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	5
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	1	37	0	0	1	1	0	6	0	0	0	0	0	0	0	46
PREVIOUS REPORT TOTAL	0	0	35	0	0	1	2	0	10	1	0	0	0	0	0	0	49

SECTION F - REMARKS

CO= M149641

U= P157214

**EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8**

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
1 ENERGY PLAZA

JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
1100 E WASHINGTON

GREENVILLE, MI 48838
MONTCALM COUNTY
c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:196327662 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
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	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	22	0	0	0	2	0	3	0	0	0	0	0	0	27
OPERATIVES	0	0	7	0	0	0	0	0	1	0	0	0	0	0	0	8
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	38	1	0	0	2	0	7	0	0	0	0	0	0	48
PREVIOUS REPORT TOTAL	1	0	38	1	0	0	3	0	7	0	0	0	0	0	0	50

SECTION F - REMARKS

CO= M149641
 U= W327137

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 9777 HONOR HWY

 HONOR, MI 49640
 BENZIE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	6	0	0	0	1	0	0	0	0	0	0	0	0	7
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	11	0	0	0	1	0	1	0	0	0	0	0	0	13
PREVIOUS REPORT TOTAL	0	0	9	0	0	0	1	0	2	0	0	0	0	0	0	12

SECTION F - REMARKS

CO= M149641
 U= W327148

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 1325 TIPPY DAM ROAD

 WELLSTON, MI 49689
 MANISTEE COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:21032206 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221111 Hydroelectric Power
 Generation

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641
 U= W327161

EQUAL EMPLOYMENT OPPORTUNITY
2018 EMPLOYER INFORMATION REPORT
REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 4501 40TH ST

 KENTWOOD, MI 49512
 KENT COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	7
PROFESSIONALS	0	0	5	0	0	0	0	0	1	0	0	0	1	0	7	
TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
SALES WORKERS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	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 & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	0	0	30	0	0	0	0	0	2	1	0	0	1	0	34	
PREVIOUS REPORT TOTAL	0	0	21	0	0	0	0	0	1	1	0	0	1	0	24	

SECTION F - REMARKS

CO= M149641
 U= W327183

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 124 W ALLEGAN

 LANSING, MI 48933
 INGHAM COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :380442310

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641
 U= W327335

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CMS GENERATION OPERATING LLC
 4400 W 4 MILE RD

 GRAYLING, MI 49738
 CRAWFORD COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:827011362 EIN :382957897

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	4	0	0	0	0	0	0	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	1	0	0	0	0	0	1	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
CRAFT WORKERS	0	0	11	0	0	0	0	0	1	0	0	0	0	0	0	12
OPERATIVES	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	22	0	0	0	0	0	3	0	0	0	0	0	0	25
PREVIOUS REPORT TOTAL	0	0	19	0	0	0	0	0	3	0	0	0	0	0	0	22

SECTION F - REMARKS

CO= M149641
 U= W327368

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

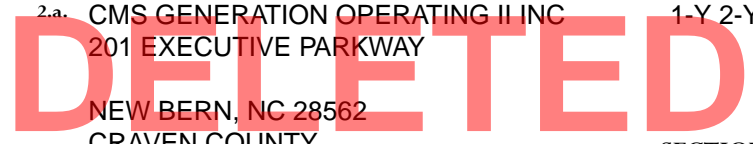
SECTION C - TEST FOR FILING REQUIREMENT

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

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

1-Y 2-Y 3-Y DUNS NO.:617197645 EIN :161340712



SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS			
	MALE	FEMALE	***** MALE *****						***** FEMALE *****								
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES		
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	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	0
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	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 & 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
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	1	0	23	1	0	0	0	0	4	0	0	0	0	0	0	0	29

SECTION F - REMARKS

Establishment Closed/ Out of Business./Closed as Type-4 and Reported in Type6./was consolidated into another

CO= M149641
 U= W327370

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CMS HYDRA CO ENTERPRISES INC
 1 ENERGY PLAZA

 JACKSON, MI 49201
 JACKSON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :161168440

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221111 Hydroelectric Power Generation

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641
 U= W327720

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

SECTION C - TEST FOR FILING REQUIREMENT

2.a. DEARBORN GENERATION OPERATING LLC 1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :383465358
 3001 MILLER RD

DEARBORN, MI 48120
 WAYNE COUNTY

c. Y

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221122 Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	12	0	0	3	0	0	0	0	0	0	0	0	0	15
PROFESSIONALS	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	4
TECHNICIANS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	17	2	0	0	0	0	0	0	0	0	0	0	0	19
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	35	2	0	3	0	0	2	0	0	0	0	0	0	42
PREVIOUS REPORT TOTAL	0	0	31	1	0	1	0	0	1	0	0	0	0	0	0	34

SECTION F - REMARKS

CO= M149641
 U= W327731

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. ENERBANK USA
 315 N ACADEMY ST
 CARY, NC 27512
 WAKE COUNTY
 c. Y

DELETED

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:006959803 EIN :870680910

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 522220 Sales Financing

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

Establishment Closed/ Out of Business./Closed as Type-4 and Reported in Type6./was consolidated into another

CO= M149641
 U= W327753

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. ENERBANK USA
 1 ENERGY PLAZA

 JACKSON, MI 49201
 JACKSON COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :870680910

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 522220 Sales Financing

SECTION D - EMPLOYMENT DATA

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

SECTION F - REMARKS

CO= M149641
 U= W328336

EQUAL EMPLOYMENT OPPORTUNITY
 2018 EMPLOYER INFORMATION REPORT
 REPORT - TYPE 8

SECTION B - COMPANY IDENTIFICATION

1. CMS ENERGY
 1 ENERGY PLAZA

 JACKSON, MI 49201

2.a. CONSUMERS ENERGY CO
 5131 HACKETT RD

 SAGINAW, MI 48603
 SAGINAW COUNTY
 c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:6959803 EIN :381266836

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 486210 Pipeline Transportation of Natural Gas

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	MALE	FEMALE	***** MALE *****						***** FEMALE *****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FIRST/MID OFFICIALS & MGRS	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
PROFESSIONALS	0	0	3	0	0	0	0	0	3	0	0	0	0	0	0	6
TECHNICIANS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	11
OPERATIVES	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	18	0	0	0	0	0	4	0	0	0	0	0	0	22
PREVIOUS REPORT TOTAL	0	0	17	0	0	0	0	0	2	0	0	0	0	0	0	19

SECTION F - REMARKS