U.S. EOUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

EEOC Standard Form 100 (SF 100) Revised 08/2023

| 2023 EMPLOYER IN | YER INFORMATION REPORT (EEO-1 COMPONENT 1) OMB Control Number: 3046-00 Expiration Date: 11/30/2026 SECTION A – TYPE OF REPORT | | | | | | | | | | | | | | |
|--|--|---------------|-----------|------------------------------|---------|--|-------------------------------------|-------------------|-----------|------------------------------|-----------|--|---------------------------------|-------------------|------------|
| | | | SECT | TION A | – TYPI | E OF RI | EPORT | | | | | | | | |
| | | | С | ONSOL | LIDATE | D REP | ORT | | | | | | | | |
| | | SECT | TON B | B – EMP | LOYE | R IDEN | TIFICA | TION | | | | | | | |
| OFS COMPANY ID | | | | | | | | OYER N | AME | | | | | | |
| M149641 | | | | | | | CMS | ENER | GY | | | | | | |
| ADDRESS | | | | | 1 | | C | TY/TOW | VN | | | STATE | | ZIP CC | DE |
| 1 ENERGY P | 1 1 7 1 | | | | | | | ACKSO | | | | MI | | 4920 | |
| | | | | | | | | | | | | | | 4920 |) i |
| SECTION C – HI | EADQU | ARTE | RS OR | | | | | | | | | able) | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | | | | | HEADQ | UARTE | RS OR ES | STABLIS | SHMEN | Γ-LEVEL | NAME | | | | |
| | | | | | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHME | NT-LEV | EL ADE | RESS | | | | Cl | TY/TOW | VN | | | STATE | | ZIP CC | DDE |
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| | SECTI | ON D | EMDI | LOYER | IDENT | CIEIC A' | TION N | HIMDE | D (FIN | ` | | | | | |
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| | | SECTIO | NE- | EMPL | | | FLIGI | RHIT | v | | | | | | |
| X YES (Employer Is Eligible | | | | | | | | | | NO LON | NCED I | INI DI IC | INIECC | | |
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| SEC | CTION | F – FEI | DERAI | L CONT | RACT | OR DE | SIGNA' | TION (i | if applic | able) | | | | | |
| | Unique Entity ID (UEI): UNAVAILABLE ment Employer is Federal Contractor) ▼ YES (Multi-Establishment Employer is Federal Contractor) | | | | | | | | | | | | | | |
| ☐ YES (Single-Establishm | | | | | | | | | | | | | | | |
| X YES (F | | | | | | | | | | | | | | | |
| | (Headquarters is Federal Contractor) | | | | | | | | | | | | | | |
| | | | | | | | | | ments 1 | s Federa | ll Contra | actor) | | | |
| | | S | |)N G - I | | | | | | | | | | | |
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| | | | | ᇤ | | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | | ä | | Native Hawaiian or Other Pacific Islander | و م ا | Two or More Races | |
| JOB CATEGORIES | | • | | Black or African American | | iiai sla | nerican Indian Alaska Native | Ra | | Black or African American | | iiai sla | nerican Indian Alaska Native | Ra | Row |
| | <u>e</u> | Female | White | ck or Afric American | Asian | wa ic I | Na Pc | <u>e</u> | White | Black or an Amer | Asian | waicl | Na Na | <u>e</u> | Total |
| | Male | em | ۸ | ie o | Asi | Ha | a ka | ĕ | ₽ | lac n A | ΑSi | Ha | American Alaska | ĕ | |
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| Executive/Senior Level Officials and Managers First/Mid-Level Officials and Managers | 34 | 14 | 14 827 | 2 56 | 2 21 | 0 | 3 | 10 | 7 330 | 2 31 | 0 5 | 0 | 0 4 | 6 | 28 1341 |
| Professionals | 34 14 827 56 21 0 3 10 330 31 5 0 4 6 1341 1 42 28 1307 67 55 1 8 14 739 71 31 1 6 11 2381 | | | | | | | | | | | | | | |
| Technicians | 13 7 370 18 13 0 1 6 255 30 7 1 0 6 727 | | | | | | | | | | | | | | |
| Sales Workers | 0 | 0 | 31 | 2 | 0 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 1 | 48 |
| Administrative Support Workers | 8 | 38 | 222 | 33 | 1 | 2 | 5 | 3 | 480 | 94 | 10 | 0 | 2 | 9 | 907 |
| Craft Workers | 63 | 5 | 2002 | 92 | 12 | 0 | 25 | 15 | 95 | 16 | 0 | 0 | 5 | 2 | 2332 |
| Operatives Laborers and Helpers | 46 2 | 6 | 885 42 | 71 5 | 0 | 0 | 11 0 | 12 1 | 77 0 | 5 1 | 0 | 0 | 0 | 0 | 1120 51 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 209 | 98 | 5700 | 346 | 105 | 4 | 53 | 61 | 1997 | 250 | 54 | 2 | 21 | 35 | 8935 |

106 SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

2000

251

8970

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

Not Applicable

PRIOR 2022 REPORTING YEAR TOTAL

210

5735

344

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION K - OFFICIAL CERTIFICATION OF SUBMISSION EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** 49201 MI CERTIFICATION COMMENTS (optional) No Certification Comments Provided CERTIFICATION STATEMENT "I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions." Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001. DATE OF CERTIFICATION 5/2/2024 10:53 AM [EST] EMPLOYER'S CERTIFYING OFFICIAL Name of Employer's Certifying Official Title of Certifying Official **Derek Pratt** Employee Relations & EEO Program Manager Email Address of Certifying Official Telephone Number of Certifying Official derek.v.pratt@cmsenergy.com 616-216-7003

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

Name of Primary POC

Derek Pratt

Email Address of Primary POC

derek.v.pratt@cmsenergy.com

Title and Employer of Primary POC

Employee Relations & EEO Program Manager

CMS Energy

616-216-7003

Telephone Number of Primary POC

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

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|------------------------------------|--|---------------------------------------|------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
| | HEADQUAR | RTERS REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | I E | | | | | | | | | |
| M149641 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERGY PLAZA DR JACKSON MI 49201 | | | | | | | | | | | | |
| | SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | |

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): unavailable

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

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| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | М | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 1 | 0 | 7 | 2 | 2 | 0 | 0 | 0 | 6 | 2 | 0 | 0 | 0 | 0 | 20 |
| First/Mid-Level Officials and Managers | 3 | 4 | 118 | 3 | 7 | 0 | 0 | 2 | 98 | 4 | 0 | 0 | 0 | 2 | 241 |
| Professionals | 3 | 7 | 248 | 15 | 27 | 0 | 2 | 2 | 198 | 13 | 16 | 1 | 2 | 2 | 536 |
| Technicians | 0 | 0 | 27 | 1 | 9 | 0 | 0 | 0 | 17 | 0 | 1 | 0 | 0 | 0 | 55 |
| Sales Workers | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 7 |
| Administrative Support Workers | 1 | 5 | 17 | 2 | 0 | 0 | 1 | 1 | 74 | 5 | 0 | 0 | 0 | 0 | 106 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 8 | 16 | 421 | 23 | 45 | 0 | 3 | 5 | 396 | 24 | 17 | 1 | 2 | 4 | 965 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049

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|------------------------------------|--|---------------------------------------|-------------|---------------------|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | |
| | ESTABLISH | IMENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | |
| I767001 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLISH | IMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 1 CONSUMERS | ENERGY PKWY | CLARE | MI | 48617 | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 0442310 | <u> </u> | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | |
| X YES (Employer Is Elig | ible to File) NO (Employer Is Not | Eligible to File) | R IN BUSINI | ESS | | | | | | | |
| | CECTION E PEDEDAT CONTR | OTTOD DEGLOS A PRODUCE TO 11 | | | | | | | | | |

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

<u>Unique Entity ID (UEI):</u> unavailable

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H – WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | N H – V | VORKE | ORCE | DEMO | GRAPI | HC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|----------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
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| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Professionals | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 8 |
| Technicians | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 11 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Craft Workers | 0 | 0 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 28 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 48 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 57 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 49 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 58 |
| | | SECTIO | NI I | WODK | FODCI | CNIAD | CHOTI | DEDIAI | <u> </u> | | | | | | |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

U.S. EOUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

EEOC Standard Form 100 (SF 100) Revised 08/2023

| • | INFORMATION REPORT (EF | ` / | | on Date: 11/30/2026 | | | | | | | | | |
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| | | YPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | | | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | | | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID M664364 HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Consumers Energy | | | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 10021 MARIN | E CITY HWY | IRA | MI | 48023 | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) | | | | | | | | | | | |
| | | 0442310 | | | | | | | | | | | |
| _ | | ER FILING ELIGIBILITY | | | | | | | | | | | |
| X YES (Employer Is Elig | ible to File) | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | | | |
| | | ACTOR DESIGNATION (if applicable) | | | | | | | | | | | |
| | Unique Entity ID (UE | <u>I)</u> : UNAVAILABLE | | | | | | | | | | | |
| ☐ YES (Single-Establish | ☐ YES (Single-Establishment Employer is Federal Contractor) ☒ YES (Multi-Establishment Employer is Federal Contractor) | | | | | | | | | | | | |
| X YE | S (Headquarters is Federal Contractor) | YES (Non-Headquarters Establishment is Fed | deral Contrac | tor) | | | | | | | | | |
| | X YES (One or More | Non-Headquarters Establishments is Federal Cor | ntractor) | | | | | | | | | | |

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution
SECTION H - WORKEORCE DEMOGRAPHIC DATA

| | SE | CTION | 1 H – V | VORKF | ORCE | DEMO | GRAPI | HIC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
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| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | _ | | | | | | _ | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Professionals | 0 | 1 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| Technicians | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 21 |
| Operatives | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 8 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 1 | 45 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 50 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 1 | 44 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 49 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100)

| SECTION A - TYPE OF REPORT ESTABLISHMENT REPORT OFS COMPANY ID M149641 OFS COMPANY ID M149641 ADDRESS 1 ENERGY PLAZA ADDRESS 1 ENERGY PLAZA ADDRESS 1 ENERGY PLAZA ADCRESS 1 ENERGY PLAZA CONSUMERS Energy HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Consumers Energy HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION E - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION F - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION F - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE TYPES (Single-Establishment Employer is Federal Contractor) YES (Headquarters is Federal Contractor) YES (One or Morro Non-Headquarters Establishment is Federal Contractor) SECTION G - NAICS INFORMATION 221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA Recompany Row Total AND ADDRESS ROW Total PART OF THE ADDRESS AND ADDRE | 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) | | | | | | | | | | | | | Revised ontrol Nu- ation Dat | mber: 304 | |
|--|--|--|------------|---------|-----------|---------|-----------|-------------|----------|----------|------------|-----------|-----------|------------------------------------|-----------|-------|
| SECTION B - EMPLOYER IDENTIFICATION M149641 ADDRESS | | | | SECT | ION A | – TYPI | E OF RI | EPORT | | | | | - | | | |
| OFS COMPANY ID M149641 CMS ENERGY ADDRESS 1 ENERGY PLAZA ADDRESS 1 ENERGY PLAZA JACKSON MI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HOVESTABLISHMENT-LEVEL UNTID 1767414 Consumers Energy HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME LYONS STATE ZIP CODE M1 48851 SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION E - EMPLOYER FILING ELIGIBILITY YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment is Federal Contractor) YES (One or More Non-Headquarters Establishment is Federal Contractor) SECTION B - NAICS INFORMATION 221122 - Flederic Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA Recoef Ethnicity Not Hispanic or Latino Female Or Latino Female OR SHERGY AND ASSOCIATION Not Hispanic or Latino Female OR SHERGY AND ASSOCIATION Total | | | | ES | STABLI | SHME | NT REF | PORT | | | | | | | | |
| ADDRESS 1 ENERGY ADDRESS 2 CITYTOWN STATE ZIPCODE 3 JACKSON MII 49201 SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQESTABLISHMENT-LEVEL UNIT ID 1767414 CONSUMERS RESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITYTOWN STATE ZIPCODE 8720 PECKINS RD SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION E – EMPLOYER FILING ELIGIBILITY YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Single-Establishment Employer is Federal Contractor) YES (One or More Non-Headquarters Establishment is Federal Contractor) SECTION F – NAICS INFORMATION 221122 - Electric Power Distribution SECTION H – WORKFORCE DEMOGRAPHIC DATA RecofEthnicity Hispanic Or Latino Male RecofEthnicity Hispanic Or Latino Or Latino RecofEthnicity Hispanic Or Latino RecofEthnicity Hisp | | | SECT | ION B | - EMP | LOYE | R IDEN | TIFICA | TION | | | | | | | |
| ADDRESS 1 ENERGY PLAZA 1 ENERGY PLAZA 1 ENERGY PLAZA 1 ENERGY PLAZA 3 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQESTABLISHMENT-LEVEL LADDRESS 1 TOTATION 1 TOTAL | OFS COMPANY ID | | | | | | | | | AME | | | | | | |
| SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | M149641 | | | | | | | CMS | ENER | GY | | | | | | |
| SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQÆSTABLISHMENT-LEVEL NAME 1767414 CONSUMERS ENERGY HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME CONSUMERS ENERGY MI 48851 SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION F - EMPLOYER TELING ELIGIBILITY X YES (Employer Is Eligible to File) | ADDRESS | | | | | | | Cl | TY/TOW | VΝ | | | STATE | | ZIP CC | DE |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME TOTAT144 Consumers Energy | 1 ENERGY F | LAZA | | | | | | J/ | ACKSO | N | | | MI | | 4920 |)1 |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE 48851 | SECTION C - HI | EADQU | ARTEI | RS OR | ESTAB | LISHN | 1ENT-L | EVEL | IDENT | IFICA | ΓΙΟΝ (if | f applica | able) | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS STATE LYONS MI 48851 SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION E - EMPLOYER FILING ELIGIBILITY YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment is Federal Contractor) YES (Gene or More Non-Headquarters Establishment is Federal Contractor) SECTION G - NAICS INFORMATION 221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Hispanic Not Hispanic or Latino O Latino Male Page Male Ma | | | | | | HEADQ | UARTE | RS OR ES | STABLIS | HMENT | Γ-LEVEL | NAME | • | | | |
| SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION E - EMPLOYER FILING ELIGIBILITY YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) XECTION G - NAICS INFORMATION 221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity | 1767414 | | | | | | | Consu | mers Ei | nergy | | | | | | |
| SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION E - EMPLOYER FILING ELIGIBILITY X YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor) X YES (One or More Non-Headquarters Establishments is Federal Contractor) SECTION G - NAICS INFORMATION 221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Hispanic | HEADQUARTERS OR ESTABLISHME | NT-LEV | EL ADD | RESS | | | | Cl | TY/TOW | /N | | | STATE | | ZIP CO | DE |
| SECTION E - EMPLOYER FILING ELIGIBILITY X YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Multi-Establishment is Federal Contractor) YES (Multi-Establishment is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) SECTION G - NAICS INFORMATION 221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Not Hispanic or Latino Male Female Fema | 8720 PECKIN | IS RD | | | | | | | LYONS | ; | | | MI | | 4885 | 51 |
| SECTION E - EMPLOYER FILING ELIGIBILITY X YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Multi-Establishment is Federal Contractor) YES (Multi-Establishment is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) SECTION G - NAICS INFORMATION 221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Not Hispanic or Latino Male Female Fema | | SECTI | ON D - | EMPI | OYER | IDENT | TIFICA' | TION N | UMBE | R (EIN |) | | | | | |
| SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE SECTION G - NAICS INFORMATION 221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Hispanic or Latino Of Latino Wale Hispanic or Latino Wale Hispanic or Latino Of Latino Of Latino Wale Hispanic or Latino Of Latino | | | | | 3 | 80442 | 310 | | | | , | | | | | |
| SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Multi-Establishment is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More | | | | | | | | | | | | | | | | |
| Unique Entity ID (UEI): UNAVAILABLE YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) | X YES (Employer Is Eligible | | | | | | | | | | | | | | | |
| TYES (Single-Establishment Employer is Federal Contractor) YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) SECTION G - NAICS INFORMATION | SEG | CTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) | | | | | | | | | | | | | | |
| JOB CATEGORIES YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) YES (One or More Non-Headquarters Establishments is Federal Contractor) SECTION G - NAItS INFORMATION | | | | | | | | | | | | | | | | |
| Wale Agian Other Pacific Islander American Indian or More Races Not More Races No | ☐ YES (Single-Establishm | ent Emp | oloyer is | Federa | l Contrac | ctor) 🔀 | YES (N | Multi-Es | tablishm | nent Em | ployer is | Federa | l Contra | ctor) | | |
| Wale Agian Other Pacific Islander American Indian or More Races Not More Races No | X YES (F | [eadquai | rters is I | Federal | Contrac | tor) X | YES (N | Ion-Head | dauarter | s Establ | ishment | is Feder | al Contr | actor) | | |
| SECTION G – NAICS INFORMATION 221122 - Electric Power Distribution SECTION H – WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Hispanic or Latino Other Pacific Islander on More Races Asian Asian of More Pacific Islander of African Indian or More Races and Indian or More Rac | | 1 | | | | | | | - | | | | | , | | |
| SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Hispanic or Latino Other Pacific Islander Awaiian or Wore Races Not More Pacific Islander Alaska Native Hawaiian or A | | | | | | | | | | ments i | s redera | Conu | actor) | | | |
| SECTION H – WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity Not Hispanic or Latino Other Pacific Islander American Indian or Alaska Native | | | 3. | | | | | | | | | | | | | |
| Male Paint or More Races American Indian or Alaska Native Hawaiian or Other Pacific Islander American Indian or Alaska Native Hawaiian or Other Pacific Islander American Indian or Alaska Native Hawaiian or Other Pacific Islander American Indian or Alaska Native Hawaiian or Alas | | SE | CTION | | | | | | | TA | | | | | | |
| Male Female Black or African American Indian or Alaska Native Black or African American Indian or Alaska Native American Indian or Alaska Native American Indian or Alaska Native Two or More Races | | | | | | | | Race/E | thnicity | у | | | | | | |
| Male Female White Black or African American Indian or Alaska Native Black or Alaska Native American Indian or Alaska Native American Indian or Alaska Native Two or More Races | | | | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | or La | atino | | l 1 | M | ale | l | | | 1 | Fer | nale | l | | |
| | | | | | _ | | or der | p | es | | u | | or der | o | es | |
| | IOR CATEGORIES | | | | ical | | ian | ian ive | Зас | | . <u>i</u> | | ian | ian ive | Зас | Row |
| | JOB CATEGORIES | e | ale | te | Afri | Ē | vaii | Indi | re | te | ner T | ur. | vaii | Indi | ē | Total |
| | | Mal | em | Λhi | or | Asia | Ha | an ka I | Мо | ۸ | ack A | Asia | E Fi | an ka I | β | |
| | | | Ľ. | | A P | • | — е В | eric las | or | | Bi | • | - e | əric Ias | ō | |
| | | | Blac | | | | | | | | | | | | | |
| Function (Option) and Official and Managers | | | | | | | | | | | | | | | | |
| Executive/Senior Level Utilicials and Managers U U U U U U U U U | Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | | | | | | | | | | | | | |
| Professionals 0 < | | | | | | | | | | | | | | | | |
| Sales Workers 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | | | | | | | | | | | | | | | |

SECTION I - WORKFORCE SNAPSHOT PERIOD 12/16/2023 - 12/31/2023

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

null

Administrative Support Workers

CURRENT 2023 REPORTING YEAR TOTAL

PRIOR 2022 REPORTING YEAR TOTAL

Craft Workers

Service Workers

Laborers and Helpers

Operatives

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | |
|--|--|---------------------------------------|----------|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | |
| | SECTION B – EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | |
| 1767065 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 820 W MAIN ST FREMONT MI 49412 | | | | | | | | | | | | |
| | SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) DE | CHO | 111 - V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Craft Workers | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 |
| Operatives | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 22 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 24 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 22 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 24 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| 2020 EMI 2012N | | TO TOOM ONE (TI) | Expiration | on Date: 11/30/2026 | | | | | | | | | |
|----------------------------------|--|---------------------------------------|-------------|---------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | | |
| PC56152 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| ene | ergy | MADISON HEIGHTS | MI | 48071 | | | | | | | | | |
| | SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | SECTION E - EMPLOY | ER FILING ELIGIBILITY | • | | | | | | | | | | |
| X YES (Employer Is Elig | gible to File) NO (Employer Is Not | Eligible to File) | R IN BUSINI | ESS | | | | | | | | | |

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | (II – V | VOKKI | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 5 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Operatives | 3 | 0 | 34 | 9 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49 |
| Laborers and Helpers | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 3 | 0 | 40 | 10 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 60 |
| PRIOR 2022 REPORTING YEAR TOTAL | 3 | 0 | 39 | 10 | 0 | 0 E CN A D | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 59 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

| 2023 EMPLOYER | INFORMATION REPORT (EF | EO-1 COMPONENT 1) | OMB Control Number: 3046-0049 Expiration Date: 11/30/2026 | | | | | | | | | | |
|--------------------------------|-----------------------------------|--|--|----------|--|--|--|--|--|--|--|--|--|
| | | YPE OF REPORT | | | | | | | | | | | |
| | | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | | |
| 1767054 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISI | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 12201 E PLEAS | SANT LAKE RD | MANCHESTER | MI | 48158 | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 0442310 | | | | | | | | | | | |
| | SECTION E - EMPLOY | ER FILING ELIGIBILITY | · | _ | | | | | | | | | |
| X YES (Employer Is Elig | ible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | | | |
| | SECTION F – FEDERAL CONTRA | ACTOR DESIGNATION (if applicable) | · | _ | | | | | | | | | |
| | Unique Entity ID (UE | I): UNAVAILABLE | | | | | | | | | | | |

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHOP | 111 - V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Technicians | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 1 | 12 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 17 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 1 | 12 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 17 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | | |
|------------------------------------|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|--|
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙΕ | | | | | | | | | | |
| M664276 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1945 W PARNALL RD JACKSON MI 49201 | | | | | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 442310 | | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | 1 H – V | VORKF | ORCE | DEMO | GRAPI | IIC DA | TA | | | | | | |
|---|-------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| First/Mid-Level Officials and Managers | 2 | 4 | 104 | 3 | 7 | 0 | 0 | 0 | 46 | 1 | 2 | 0 | 1 | 0 | 170 |
| Professionals | 11 | 2 | 292 | 14 | 11 | 0 | 2 | 4 | 163 | 8 | 8 | 0 | 1 | 2 | 518 |
| Technicians | 0 | 0 | 42 | 0 | 1 | 0 | 0 | 2 | 33 | 1 | 0 | 0 | 0 | 1 | 80 |
| Sales Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 0 | 0 | 17 | 1 | 0 | 0 | 0 | 1 | 32 | 1 | 0 | 0 | 0 | 0 | 52 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 13 | 6 | 460 | 18 | 19 | 0 | 2 | 7 | 274 | 11 | 10 | 0 | 2 | 3 | 825 |
| PRIOR 2022 REPORTING YEAR TOTAL | 13 | 6 | 453 | 17 | 18 | 0 | 2 | 6 | 269 | 11 | 10 | 0 | 2 | 3 | 810 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100)

| ~ | 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) SECTION A – TYPE OF REPORT Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026 | | | | | | | | | | | |
|----------------------------------|--|---|----------------|----------|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | |
| | | MENT REPORT | | | | | | | | | | |
| OFG COLD LINE | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| | | SHMENT-LEVEL IDENTIFICATION (if appl | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | E | | | | | | | | | |
| I767010 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 6505 SW | AN AVE | NEWAYGO | MI | 49337 | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 1442310 | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | |
| X YES (Employer Is Elig | ible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | | |
| | SECTION F – FEDERAL CONTRA Unique Entity ID (UE | ACTOR DESIGNATION (if applicable) <u>I)</u> : UNAVAILABLE | | | | | | | | | | |
| ☐ YES (Single-Establis | shment Employer is Federal Contractor | YES (Multi-Establishment Employer is Feder | eral Contracto | or) | | | | | | | | |
| X YE | X YES (Headquarters is Federal Contractor) X YES (Non-Headquarters Establishment is Federal Contractor) | | | | | | | | | | | |
| | | Non-Headquarters Establishments is Federal Cor | ntractor) | | | | | | | | | |
| | 2-00110 | ICS INFORMATION c Power Distribution | | | | | | | | | | |

| | SE | CTION | 1 H – V | VORKF | ORCE | DEMO | GRAPI | HIC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | У | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 12 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 12 |

SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| Ехрианоп раце. 11/30/2020 | | | | | | | | | | | | |
|--|----------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION R - EMPLO | YER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | SECTION B EMILE | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLIS | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | |
| A515734 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1125 W G | REEN ST | HASTINGS | MI | 49058 | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | | 442310 | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) JE | CHO | 4 11 — A | OKK | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Professionals | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 7 |
| Technicians | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Craft Workers | 0 | 0 | 23 | 1 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 29 |
| Operatives | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 12 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 47 | 1 | 0 | 0 | 0 | 2 | 10 | 0 | 0 | 0 | 0 | 1 | 61 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 47 | 1 | 0 | 0 | 0 | 2 | 10 | 0 | 0 | 0 | 0 | 1 | 61 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | | |
|--|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|--|
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | | |
| 1166066 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 4000 CLAY AVE SW GRAND RAPIDS MI 49548 | | | | | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 442310 | | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | N H – V | VORKF | ORCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | у | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| First/Mid-Level Officials and Managers | 6 | 1 | 47 | 3 | 0 | 0 | 0 | 0 | 17 | 1 | 0 | 0 | 0 | 0 | 75 |
| Professionals | 5 | 1 | 96 | 3 | 3 | 0 | 0 | 1 | 32 | 6 | 1 | 0 | 1 | 1 | 150 |
| Technicians | 1 | 3 | 19 | 1 | 0 | 0 | 0 | 0 | 25 | 3 | 1 | 0 | 0 | 1 | 54 |
| Sales Workers | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 9 |
| Administrative Support Workers | 0 | 8 | 29 | 5 | 0 | 0 | 0 | 0 | 62 | 11 | 1 | 0 | 0 | 4 | 120 |
| Craft Workers | 7 | 1 | 98 | 4 | 2 | 0 | 1 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 120 |
| Operatives | 0 | 0 | 25 | 2 | 1 | 0 | 0 | 1 | 3 | 2 | 1 | 0 | 1 | 0 | 36 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 19 | 14 | 322 | 18 | 6 | 0 | 1 | 5 | 145 | 23 | 4 | 0 | 2 | 7 | 566 |
| PRIOR 2022 REPORTING YEAR TOTAL | 21 | 14 | 306 | 17 | 5 | 0 | 1 | 5 | 145 | 23 | 4 | 0 | 2 | 7 | 550 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | TYPE OF REPORT | | | | | | | | | | | |
|--------------------------------|------------------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|--|
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | | |
| 1767263 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 9440 NA | 9440 NAPIER RD NORTHVILLE MI 48167 | | | | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 1442310 | | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) JE | CHON | 4 11 — A | OKK | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 6 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 8 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 12 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 14 | 3 | 0 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 23 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 14 | 3 | 0 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 23 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100)
Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expirati | on Date: 11/30/2026 | | | | | | | | |
|--|---------------------------|---------------------------------------|----------|---------------------|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | |
| GP12297 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 165 W MICHIGAN AVE JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | CECTION E EMPLOY | ED EII ING EI IGIDII ITW | | · | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity | | | | | | | | | | | | | | | |
|--|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Professionals | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 9 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 7 | 1 | 0 | 0 | 0 | 0 | 6 | 1 | 0 | 0 | 0 | 0 | 15 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 7 | 1 | 0 | 0 | 0 | 0 | 8 | 1 | 0 | 0 | 0 | 0 | 18 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expirati | on Date: 11/30/2020 | | | | | | | | |
|--|---------------------------|---------------------------------------|-----------|---------------------|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | olicable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ИE | | | | | | | | | |
| PC56163 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 27432 Groesbeck Hwy. ROSEVILLE MI 48066 | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | CECTIONE EMPLOY | TED THE INC DE LOIDIE ETT | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution
SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | 1 H – V | VORKF | ORCE | DEMO | GRAPI | IIC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | - | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 6 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Operatives | 2 | 0 | 41 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 46 |
| Laborers and Helpers | 0 | 0 | 11 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 0 | 57 | 6 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 68 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 57 | 6 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 68 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

Consumers Energy

CITY/TOWN

WHITE PIGEON

STATE

MI

ZIP CODE

49099

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| Race/Ethnicity | | | | | | | | | | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 14 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 14 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

null

1767423

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

68536 A RD

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | |
|--|----------------------------------|---------------------------------------|------------|----------|--|--|--|--|--|--|--|--|
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | I E | | | | | | | | | |
| FT51708 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 4100 V | 4100 W M 76 WEST BRANCH MI 48661 | | | | | | | | | | | |
| | SECTION D EMDLOVED ID | ENTIFICATION NUMBED (FIN) | | · | | | | | | | | |

SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 |
| Professionals | 0 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 14 |
| Technicians | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 8 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 11 |
| Craft Workers | 0 | 0 | 49 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 52 |
| Operatives | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 1 | 78 | 0 | 0 | 0 | 1 | 0 | 14 | 0 | 0 | 0 | 1 | 0 | 95 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 1 | 78 | 0 | 0 | 0 | 1 | 0 | 15 | 0 | 0 | 0 | 1 | 0 | 96 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

EEOC Standard Form 100 (SF 100) Revised 08/2023

| 2023 EMPLOYER | INFORMATION REPORT (EF | CO-1 COMPONENT 1) | | on Date: 11/30/2026 | | | | | | | | |
|---|------------------------|---------------------------------------|-------|---------------------|--|--|--|--|--|--|--|--|
| | 2-0 | TYPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | |
| 1766947 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISI | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 3247 H | art Rd. | JACKSON | MI | 49201 | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 0442310 | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | |
| X YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS | | | | | | | | | | | | |
| | | ACTOR DESIGNATION (if applicable) | | | | | | | | | | |
| | Unique Entity ID (UE | <u>I)</u> : UNAVAILABLE | | | | | | | | | | |

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| İ | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 5 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 5 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME FH11332 **Consumers Energy** HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE 6543 W BUTTERFIELD HWY **BELLEVUE** MI 49021

${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | _ | | | | | | | | | | |
|--|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | , | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | | |
| M664254 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 135 W TRAIL ST JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| 1 | 51 | 01101 | 1 | , 011111 | ONCE | | Dece/E | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | thnicity | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 |
| Professionals | 0 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 20 |
| Technicians | 0 | 1 | 18 | 1 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 27 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 5 |
| Craft Workers | 0 | 0 | 7 | 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 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 1 | 49 | 1 | 0 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 65 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 1 | 48 | 1 | 0 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 64 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

EEOC Standard Form 100 (SF 100) Revised 08/2023

| 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) OMB Control Number: 3046-0049 Expiration Date: 11/30/2026 | | | | | | | | | | |
|---|--|---|---------|----------|--|--|--|--|--|--|
| | | YPE OF REPORT | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | |
| ADDRES | ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | |
| SECTION C - | HEADQUARTERS OR ESTABLE | SHMENT-LEVEL IDENTIFICATION (if appl | icable) | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | |
| 1767252 | | Consumers Energy | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | |
| 679 S S1 | ATE ST | SPARTA | MI | 49345 | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 442310 | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | |
| X YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS | | | | | | | | | | |
| | SECTION F – FEDERAL CONTRA Unique Entity ID (UE | ACTOR DESIGNATION (if applicable) <u>I)</u> : UNAVAILABLE | | | | | | | | |
| | | | | | | | | | | |

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H – WORKFORCE DEMOGRAPHIC DATA

| | 5r | CHON | 1 H – V | VOKKE | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 6 |
| Professionals | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 8 |
| Technicians | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 5 |
| Sales Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 7 |
| Craft Workers | 1 | 0 | 26 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 30 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 0 | 42 | 0 | 0 | 0 | 2 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 59 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 42 | 0 | 0 | 0 | 2 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 59 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100)

| | OMMISSION (EEOC) CO-1 COMPONENT 1) | OMB Cont | evised 08/2023 rol Number: 3046-0049 on Date: 11/30/2026 | | | | | | |
|---|--|---|--|----------|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | icable) | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | E | | | | | | |
| 1766938 | I766938 Consumers Energy | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | |
| 100 N E | AST ST | BOYNE CITY | MI | 49712 | | | | | |
| | | ENTIFICATION NUMBER (EIN) 1442310 | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | |
| X YES (Employer Is Elig | rible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | |
| | SECTION F – FEDERAL CONTRA Unique Entity ID (UE | ACTOR DESIGNATION (if applicable) <u>I)</u> : UNAVAILABLE | | | | | | | |
| ☐ YES (Single-Establis | shment Employer is Federal Contractor | YES (Multi-Establishment Employer is Feder | eral Contracto | or) | | | | | |
| X YES (Headquarters is Federal Contractor) X YES (Non-Headquarters Establishment is Federal Contractor) | | | | | | | | | |
| | X YES (One or More | Non-Headquarters Establishments is Federal Cor | ntractor) | | | | | | |
| | | ICS INFORMATION | | | | | | | |
| 221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | |

| | SE | CTION | NH-V | VORKE | ORCE | DEMO | GRAPI | HIC DA | TA | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | у | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| Professionals | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 6 |
| Technicians | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Craft Workers | 0 | 0 | 27 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 29 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 41 | 0 | 1 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 48 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 41 | 0 | 1 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 48 |

SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME 1767076 **Consumers Energy**

${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

201 MURNER RD

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

CITY/TOWN

GAYLORD

STATE

MI

ZIP CODE

49735

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | - | | | | | | | | | |
|--|--|---------------------------------------|----------|----------|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERG | 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | |
| 1767186 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 3525 S LAKESHORE DR LUDINGTON MI 49431 | | | | | | | | | | | |
| | SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| İ | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| Professionals | 1 | 0 | 11 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 14 |
| Technicians | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 1 | 0 | 19 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 21 |
| Operatives | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 3 | 0 | 40 | 1 | 0 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 49 |
| PRIOR 2022 REPORTING YEAR TOTAL | 3 | 0 | 41 | 1 | 0 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 50 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT ESTABLISHMENT REPORT | | | | | | | | | | | | |
|--|-------------------------------------|---------------------------------------|------------|-------|--|--|--|--|--|--|--|--|
| SECTION B - EMPLOYER IDENTIFICATION | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | |
| M149641 | M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | |
| J027126 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1100 WASH | 1100 WASHINGTON ST MIDLAND MI 48640 | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| - | 51 | | 111 / | VOKKI | ORCL | | Race/E | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 6 | 1 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 12 |
| Professionals | 1 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 1 | 0 | 19 |
| Technicians | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 10 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 8 |
| Craft Workers | 1 | 1 | 34 | 2 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 41 |
| Operatives | 0 | 1 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 3 | 2 | 71 | 3 | 1 | 0 | 1 | 0 | 19 | 0 | 0 | 0 | 1 | 0 | 101 |
| PRIOR 2022 REPORTING YEAR TOTAL | 3 | 2 | 70 | 3 | 1 | 0 | 1 | 0 | 17 | 0 | 0 | 0 | 1 | 0 | 98 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT ESTABLISHMENT REPORT | | | | | | | | | | | |
|--|---------------------------|---------------------------------------|------------|-------|--|--|--|--|--|--|--|
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | |
| M149641 | M149641 CMS ENERGY | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | |
| W327161 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 4501 407 | TH ST SE | KENTWOOD | MI | 49512 | | | | | | | |
| SECTION D - EMPLOYER IDENTIFICATION NUMBER (FIN) | | | | | | | | | | | |

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | - DI | 201101 | 1 , | , 011111 | ORCE | DEMO | | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Professionals | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 16 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 25 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 0 | 30 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 26 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 0 | 31 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | Expiration Date: 11/30/2026 | | | | | | | | | | |
|--|--|---------------------------------------|----------|----------|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | _ | | | | | | | | |
| | ESTABLISH | IMENT REPORT | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | |
| M149641 | M149641 CMS ENERGY | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Æ. | | | | | | | | |
| J027051 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 311 E MICH | 311 E MICHIGAN AVE BATTLE CREEK MI 49014 | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | |
| | SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | |
| <u> </u> | E EMILOI | | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | 51 | 201101 | 111 / | VOKKI | ORCL | | Race/E | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | М | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 8 |
| Professionals | 0 | 0 | 12 | 0 | 1 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 19 |
| Technicians | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 5 |
| Craft Workers | 0 | 0 | 59 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 63 |
| Operatives | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 0 | 81 | 2 | 1 | 0 | 0 | 0 | 15 | 2 | 0 | 0 | 0 | 1 | 104 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 82 | 2 | 1 | 0 | 0 | 0 | 15 | 2 | 0 | 0 | 0 | 1 | 105 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049

| | • | • | Expiration | n Date: 11/30/2026 | | | | | | | | | |
|--|------------------------------------|---------------------------------------|-------------|--------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION R _ EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | |
| | M149641 CMS ENERGY | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙΕ | | | | | | | | | | |
| J027115 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 4141 WIL | LDER RD | BAY CITY | MI | 48706 | | | | | | | | | |
| SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | | |
| | 380442310 | | | | | | | | | | | | |
| <u></u> | | ER FILING ELIGIBILITY | | | | | | | | | | | |
| VFS (Employer Is Elic | rible to File) NO (Employer Is Not | Eligible to File) TEMPLOVER NO LONGE | R IN RUSINE | 22 | | | | | | | | | |

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | 51 | 201101 | 1 | , OILII | OMCE | DEMO | | | | | | | | | 1 |
|---|--|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity Hispanic Not Hispanic or Latino | | | | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | lale | | | | | Fer | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 2 | 17 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 25 |
| Professionals | 0 | 0 | 41 | 0 | 0 | 0 | 0 | 1 | 24 | 0 | 1 | 0 | 0 | 0 | 67 |
| Technicians | 0 | 1 | 19 | 0 | 0 | 0 | 1 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 26 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 6 |
| Craft Workers | 1 | 0 | 43 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 47 |
| Operatives | 1 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 4 | 130 | 0 | 0 | 0 | 1 | 1 | 43 | 0 | 1 | 0 | 0 | 0 | 182 |
| | | | | | | | | | | | | | | | |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 3 | 131 | 0 | 0 | 0 | 1 | 1 | 40 | 0 | 1 | 0 | 0 | 0 | 179 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | |
|--|---------------------------|---------------------------------------|----------|--|--|--|--|--|--|--|--|--|
| | | YER IDENTIFICATION | | | | | | | | | | |
| OFG COMPANY ID | SECTION B - EMPLO | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙE | | | | | | | | | |
| 1166143 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 4600 COOLIDGE HWY, STE CE ROYAL OAK MI 48073 | | | | | | | | | | | | |
| | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (EIN) | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHOP | 111 - V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 0 | 23 | 7 | 1 | 0 | 0 | 2 | 12 | 6 | 0 | 0 | 0 | 0 | 52 |
| Professionals | 4 | 2 | 17 | 7 | 2 | 0 | 0 | 0 | 25 | 14 | 0 | 0 | 0 | 1 | 72 |
| Technicians | 2 | 1 | 12 | 3 | 0 | 0 | 0 | 1 | 7 | 11 | 2 | 0 | 0 | 1 | 40 |
| Sales Workers | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 0 | 0 | 12 | 11 | 0 | 0 | 0 | 0 | 17 | 32 | 1 | 0 | 0 | 2 | 75 |
| Craft Workers | 1 | 0 | 32 | 19 | 1 | 0 | 0 | 2 | 4 | 4 | 0 | 0 | 0 | 0 | 63 |
| Operatives | 2 | 0 | 35 | 18 | 0 | 0 | 0 | 1 | 13 | 0 | 0 | 0 | 0 | 0 | 69 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 10 | 3 | 131 | 66 | 4 | 0 | 0 | 6 | 78 | 67 | 3 | 0 | 0 | 4 | 372 |
| PRIOR 2022 REPORTING YEAR TOTAL | 10 | 3 | 132 | 66 | 4 | 0 | 0 | 6 | 79 | 68 | 3 | 0 | 0 | 4 | 375 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | |
|--|--|---------------------------------------|----------|----------------|--|--|--|--|--|--|--|
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | |
| 1166121 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 821 HAST | 821 HASTINGS ST TRAVERSE CITY MI 49686 | | | | | | | | | | |
| | SECTION D - EMDLOVED ID | ENTIFICATION NUMBER (FIN) | · | ` ' | | | | | | | |

SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHOP | 111 - V | VUKKF | OKCE | | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 1 | 15 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 21 |
| Professionals | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 24 |
| Technicians | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 7 |
| Sales Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Administrative Support Workers | 0 | 1 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 8 |
| Craft Workers | 0 | 0 | 47 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 49 |
| Operatives | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 6 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 2 | 90 | 1 | 0 | 0 | 1 | 0 | 20 | 0 | 0 | 0 | 1 | 1 | 117 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 2 | 93 | 1 | 0 | 0 | 1 | 0 | 19 | 0 | 0 | 0 | 1 | 1 | 119 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

Consumers Energy

CITY/TOWN

ALLEGAN

STATE

MI

ZIP CODE

49010

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHO | (II – V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

null

1766864

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

4164 ALLEGAN DAM RD

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | GE GET CALL | TIPE OF PEROPE | | | | | | | | | | |
|--|-----------------------------------|---------------------------------------|----------|-------|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
| | ESTARI ISH | MENT REPORT | | | | | | | | | | |
| | LOTABLIST | WENT KET OKT | | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| WI143041 CWS ENERGT | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENEDO | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | |
| TENERO | II FLAZA | JACKSON | IVII | 49201 | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙE | | | | | | | | | |
| PC56121 | | Consumers Energy | | | | | | | | | | |
| 1 030121 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1530 F | 1530 E. Jolly Rd LANSING MI 48910 | | | | | | | | | | | |
| 1000 E. | 1530 E. Jolly Rd LANSING MI 48910 | | | | | | | | | | | |
| _ | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (EIN) | • | | | | | | | | | |

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) JE | CHO | 4 11 — A | OKK | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 |
| Professionals | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Operatives | 1 | 0 | 53 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 57 |
| Laborers and Helpers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 69 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 73 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 70 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 74 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | SECTION A - T | YPE OF REPORT | | | | | | | | | | | |
|--|----------------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|--|
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| | 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | <u>- HEADQUARTERS OR ESTABLI</u> | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙΕ | | | | | | | | | | |
| P157223 | | Consumers Energy | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1801 W MAIN ST OWOSSO MI 48867 | | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | 380 | 442310 | | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | - DI | 201101 | , ,, | , 011111 | ORCE | DEMO | Race/E | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 15 |
| Professionals | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 14 |
| Technicians | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 7 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 9 |
| Craft Workers | 2 | 0 | 34 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 37 |
| Operatives | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 7 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 0 | 68 | 0 | 1 | 1 | 0 | 0 | 15 | 1 | 0 | 0 | 1 | 0 | 89 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 68 | 0 | 1 | 1 | 0 | 0 | 15 | 1 | 0 | 0 | 1 | 0 | 89 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310 SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

Consumers Energy

CITY/TOWN

CARO

ZIP CODE

48723

STATE

MI

SECTION G – NAICS INFORMATION 221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H – WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|----------------|--------|------------------------|------------------------------|-------|--|-------------------------------------|-------------------|-------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity | | | | | | | | | | | | | | |
| JOB CATEGORIES | Hisp | anic | Not Hispanic or Latino | | | | | | | | | | | | |
| | or Latino | | Male Female | | | | | | | | | | | | |
| | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

null

1766974

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

1028 CLEAVER RD

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| OFS COMPANY ID | | | | | | | |
|--------------------------------|--|---------------|-------|----------|--|--|--|
| M149641 | | | | | | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | |
| SECTION C - | icable) | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | T-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME | | | | | | |
| FH11343 | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | |
| 700 E STER | NBERG RD | NORTON SHORES | MI | 49441 | | | |
| | | | | | | | |

${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|---------------------------------|----------------|-------------|------------------------------|-------|--|-------------------------------------|-------------------|-------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | Race/Ethnicity | | | | | | | | | | | | | |
| | Hispanic Not Hispanic or Latino | | | | | | | | | | | | | | |
| | or Latino | | Male Female | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 1 | 0 | 17 |
| Professionals | 0 | 0 | 11 | 0 | 0 | 0 | 1 | 0 | 6 | 0 | 0 | 0 | 0 | 1 | 19 |
| Technicians | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 8 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 1 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 11 |
| Craft Workers | 2 | 0 | 41 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 45 |
| Operatives | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 3 | 0 | 72 | 4 | 0 | 0 | 1 | 1 | 22 | 1 | 0 | 0 | 1 | 1 | 106 |
| PRIOR 2022 REPORTING YEAR TOTAL | 3 | 0 | 73 | 4 | 0 | 0 | 1 | 1 | 22 | 1 | 0 | 0 | 1 | 1 | 107 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | GEOGRAPH WITH OF PEROPE | | | | | | | | | | | |
|---|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | , | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | |
| 1767560 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 700 MEE ST, PO BOX 12 FILER CITY MI 49634 | | | | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | 01 | 201101 | , , | VOKKI | ONCE | | | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 |
| Craft Workers | 1 | 0 | 16 | 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 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 27 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 29 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 28 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 30 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | · | Expiration | on Date: 11/30/2026 | | | | | | | | |
|---|------------------------------------|--|------------|---------------------|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | IMENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | |
| SECTION C - | HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙE | | | | | | | | | |
| M664243 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1975 W PA | RNALL RD | JACKSON | MI | 49201 | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 0442310 | | | | | | | | | | |
| SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | | | |
| X YES (Employer Is Elig | tible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | | |

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | 1A | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 5 |
| Professionals | 0 | 0 | 6 | 1 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 11 |
| Technicians | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 8 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 7 | 2 | 0 | 0 | 0 | 0 | 6 | 1 | 0 | 0 | 0 | 0 | 16 |
| Operatives | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 20 | 3 | 0 | 0 | 1 | 0 | 13 | 3 | 1 | 0 | 0 | 0 | 42 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 23 | 3 | 0 | 0 | 1 | 0 | 13 | 3 | 1 | 0 | 0 | 0 | 45 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | |
|---|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | |
| W327368 | | CMS GENERATION OPERATING II INC | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 201 EXECUTIVE PARKWAY NEW BERN NC 28562 | | | | | | | | | | | | |
| | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (EIN) | | | | | | | | | | |

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Craft Workers | 1 | 0 | 10 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 1 | 19 | 2 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 26 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 1 | 19 | 2 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 27 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expirati | on Date: 11/30/2020 | | | | | | | | | |
|--------------------------------|--|---------------------------------------|----------|---------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | | |
| 1166055 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 3201 E C | OURT ST | FLINT | MI | 48506 | | | | | | | | | |
| | SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | | |

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | 1 H – V | VORKF | ORCE | DEMO | GRAPI | IIC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 3 | 0 | 24 | 4 | 0 | 0 | 0 | 0 | 10 | 3 | 0 | 0 | 0 | 0 | 44 |
| Professionals | 1 | 0 | 48 | 3 | 1 | 0 | 0 | 2 | 23 | 2 | 0 | 0 | 0 | 0 | 80 |
| Technicians | 2 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 20 | 3 | 1 | 0 | 0 | 0 | 42 |
| Sales Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 4 |
| Administrative Support Workers | 1 | 0 | 7 | 3 | 0 | 0 | 0 | 0 | 23 | 3 | 1 | 0 | 0 | 0 | 38 |
| Craft Workers | 6 | 0 | 116 | 13 | 2 | 0 | 1 | 2 | 13 | 2 | 0 | 0 | 0 | 0 | 155 |
| Operatives | 1 | 1 | 45 | 2 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 1 | 0 | 60 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 14 | 1 | 257 | 25 | 3 | 0 | 1 | 4 | 102 | 13 | 2 | 0 | 1 | 0 | 423 |
| PRIOR 2022 REPORTING YEAR TOTAL | 14 | 2 | 261 | 24 | 3 | 0 | 2 | 4 | 102 | 13 | 1 | 0 | 1 | 0 | 427 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

| 2023 EMPLOYER | INFORMATION REPORT (EF | CO-1 COMPONENT 1) | | on Date: 11/30/2026 | | | | | | | | | |
|---|---|--|------------|---------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME M140641 CMS_ENERGY | | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| | | SHMENT-LEVEL IDENTIFICATION (if appl | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | | |
| JO63402 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 11556 DI | XIE HWY | BIRCH RUN | MI | 48415 | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 1442310 | | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | | |
| X YES (Employer Is Elig | rible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | | | |
| | | ACTOR DESIGNATION (if applicable) | • | | | | | | | | | | |
| _ | <u>Unique Entity ID (UE</u> | <u>I)</u> : UNAVAILABLE | | | | | | | | | | | |

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | 1A | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Operatives | 0 | 0 | 18 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 20 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 29 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 32 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 29 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 32 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT | | | | | | | | | | | | | | |
|-------------------------------------|----------------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|--|--|
| | ESTABLISHMENT REPORT | | | | | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | | |
| ADDRES | ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | | | |
| 1767331 | | Consumers Energy | | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | | |
| 69333 OMO RD ARMADA MI 48005 | | | | | | | | | | | | | | |
| | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (EIN) | | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | - DI | 201101 | 111 , | VOKKI | ORCE | | Race/E | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 15 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 19 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 15 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 19 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT ESTABLISHMENT REPORT | | | | | | | | | | | | | |
|--|----------------------------------|---------------------------------------|---------|----------|--|--|--|--|--|--|--|--|--|
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRES | ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | icable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | | |
| 1767197 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 5035 PROGRESS DR LUDINGTON MI 49431 | | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | | |
| SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | - DI | 201101 | , ,, | VOKKI | ORCE | | | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Professionals | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Technicians | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 1 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 |
| Operatives | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 0 | 29 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 32 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 29 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 32 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT ESTABLISHMENT REPORT | | | | | | | | | | | | | |
|--|----------------------------------|---------------------------------------|------------|-------|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | | |
| ADDRES | ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | | |
| J027062 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1955 W PARNALL RD JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | | .01101 | , , | . 011111 | OHOL | DEMO | | thnicit | | | | | | | |
|---|------|---------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|----------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | ∐icr | anic | ı | | | | | Hispan | | atino | | | | | |
| | | anic atino | | | RA | ale | NOL | пізраі | IIC OI L | ашю | Eon | nale | | | |
| | OI L | auno | ļ | | IVI | ale | | 1 | | 1 | rei | liale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 2 | 0 | 27 | 2 | 0 | 0 | 0 | 0 | 5 | 0 | 1 | 0 | 0 | 0 | 37 |
| Professionals | 1 | 2 | 22 | 1 | 1 | 0 | 0 | 0 | 22 | 1 | 1 | 0 | 0 | 0 | 51 |
| Technicians | 0 | 0 | 10 | 1 | 0 | 0 | 0 | 1 | 8 | 0 | 0 | 0 | 0 | 0 | 20 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 0 | 0 | 13 | 2 | 0 | 0 | 0 | 0 | 21 | 2 | 1 | 0 | 0 | 0 | 39 |
| Craft Workers | 5 | 0 | 91 | 1 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 103 |
| Operatives | 3 | 0 | 32 | 3 | 0 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 45 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 11 | 2 | 195 | 10 | 1 | 0 | 3 | 3 | 65 | 3 | 3 | 0 | 0 | 0 | 296 |
| PRIOR 2022 REPORTING YEAR TOTAL | 11 | 2 | 193 | 10 | 1 | 0 | 3 | 3 | 66 | 3 | 3 | 0 | 0 | 0 | 295 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT ESTABLISHMENT REPORT | | | | | | | | | | | | | |
|---|--|---------------------------------------|------------|----------|--|--|--|--|--|--|--|--|--|
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | | |
| JA29525 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 2219 CHAPIN ST JACKSON MI 49203 | | | | | | | | | | | | | |
| | SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | |

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SI. | CHOP | V П — V | VORKE | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | 1 |
| | or L | atino | | | M | ale | | | | | Fer | nale | | | 1 |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Professionals | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 25 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 28 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 25 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 28 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME JA29514 Consumers Energy HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE

${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

120 FRONT AVE SW

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

GRAND RAPIDS

MI

49504

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | 1A | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| İ | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | |
|--------------------------------|---------------------------|---------------------------------------|----------|----------|
| | SECTION B - EMPLO | YER IDENTIFICATION | | |
| OFS COMPANY ID | | EMPLOYER NAME | | |
| M149641 | | CMS ENERGY | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | |
| B230294 | | Consumers Energy | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE |
| 1000 GRAN | D OAKS DR | HOWELL | MI | 48843 |
| | | ENTIFICATION NUMBER (EIN) 442310 | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

| | SE | CTION | 1 H – V | VORKF | ORCE | DEMO | GRAPI | HC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| First/Mid-Level Officials and Managers | 1 | 0 | 9 | 1 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 16 |
| Professionals | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 19 |
| Technicians | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 6 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| Craft Workers | 0 | 0 | 20 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 23 |
| Operatives | 0 | 0 | 17 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 21 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 57 | 2 | 0 | 0 | 0 | 1 | 28 | 0 | 0 | 0 | 0 | 0 | 89 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 58 | 2 | 0 | 0 | 0 | 1 | 28 | 0 | 0 | 0 | 0 | 0 | 89 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT | | | | | | | | | | | | | |
|--|----------------------------------|---------------------------------------|------------|-------|--|--|--|--|--|--|--|--|--|
| ESTABLISHMENT REPORT | | | | | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 | | | | | | | | | | | | | |
| ADDRES | ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLIS | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | | |
| M664331 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 17000 CROSWELL ST WEST OLIVE MI 49460 | | | | | | | | | | | | | |
| SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHO | 1 II - V | VOKKI | OKCE | DEMO | | | | | | | | | |
|---|-------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | thnicit | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | lale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 2 | 0 | 32 | 5 | 0 | 0 | 0 | 1 | 5 | 0 | 1 | 0 | 0 | 0 | 46 |
| Professionals | 2 | 0 | 27 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 34 |
| Technicians | 0 | 0 | 17 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 22 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 5 |
| Craft Workers | 8 | 1 | 102 | 5 | 0 | 0 | 2 | 2 | 6 | 1 | 0 | 0 | 1 | 0 | 128 |
| Operatives | 2 | 2 | 45 | 4 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 57 |
| Laborers and Helpers | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 10 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 14 | 4 | 231 | 15 | 0 | 0 | 2 | 6 | 25 | 2 | 2 | 0 | 1 | 0 | 302 |
| PRIOR 2022 REPORTING YEAR TOTAL | 14 | 4 | 237 | 15 | 0 | 0 | 2 | 6 | 27 | 2 | 2 | 0 | 1 | 0 | 310 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT ESTABLISHMENT REPORT | | | | | | | | | | | | |
|---|---------------------------------|---------------------------------------|------------|----------|--|--|--|--|--|--|--|--|
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1 ENERG | 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | |
| J027095 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 11801 FARMINGTON RD LIVONIA MI 48150 | | | | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | N H – V | VORKF | ORCE | DEMO | GRAPI | HC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | у | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 2 | 1 | 20 | 5 | 3 | 0 | 0 | 2 | 8 | 5 | 1 | 0 | 0 | 2 | 49 |
| Professionals | 0 | 5 | 28 | 8 | 2 | 0 | 0 | 0 | 16 | 14 | 1 | 0 | 0 | 1 | 75 |
| Technicians | 1 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 9 | 5 | 0 | 0 | 0 | 0 | 22 |
| Sales Workers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Administrative Support Workers | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 2 | 1 | 0 | 1 | 0 | 13 |
| Craft Workers | 1 | 0 | 35 | 7 | 0 | 0 | 0 | 1 | 9 | 4 | 0 | 0 | 1 | 0 | 58 |
| Operatives | 0 | 1 | 35 | 6 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 43 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 4 | 8 | 127 | 27 | 6 | 0 | 0 | 3 | 50 | 30 | 3 | 0 | 2 | 3 | 263 |
| PRIOR 2022 REPORTING YEAR TOTAL | 4 | 8 | 128 | 27 | 5 | 0 | 0 | 3 | 53 | 30 | 2 | 0 | 1 | 3 | 264 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049

| 2020 EMI 2012N | II (I OILL III OIL I (EI | or com or er (1) | Expirati | on Date: 11/30/2026 | | | | | | | |
|--|---|---------------------------------------|----------|---------------------|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | |
| | ESTABLISH | IMENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | |
| M664302 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 2742 WEAL | 2742 WEADOCK HWY ESSEXVILLE MI 48732 | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | |
| X YES (Employer Is Elig | X YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS | | | | | | | | | | |

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

| SECTION H – WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|----------------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity | | | | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | 1 |
| | | atino | | | М | ale | | | | | Fen | nale | | | 1 |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 2 | 0 | 35 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 40 |
| Professionals | 0 | 0 | 40 | 0 | 2 | 0 | 1 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 52 |
| Technicians | 1 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 18 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| Craft Workers | 4 | 0 | 82 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 89 |
| Operatives | 2 | 0 | 29 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 35 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 9 | 0 | 197 | 0 | 2 | 0 | 4 | 0 | 25 | 0 | 0 | 0 | 0 | 0 | 237 |
| PRIOR 2022 REPORTING YEAR TOTAL | 9 | 0 | 198 | 0 | 2 | 0 | 4 | 0 | 25 | 0 | 0 | 0 | 0 | 0 | 238 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expiration | on Date: 11/30/2026 | | | | | | | | | |
|--|----------------------------|---------------------------------------|--------------|---------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A – TYPE OF REPORT | | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| SECTION B - EMPLOYER IDENTIFICATION | | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | | |
| P157205 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 330 CHESTNUT ST CADILLAC MI 49601 | | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | | |
| SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | | | | |
| V MEG (E 1 I E): | THE PROPERTY AND | EICH A EIL DEMBLOWED NO LONGE | D IN DISCINI | 700 | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | N H – V | VORKE | ORCE | DEMO | GRAPI | HC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 10 |
| Professionals | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 16 |
| Technicians | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 11 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 9 |
| Craft Workers | 0 | 0 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 23 |
| Operatives | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 54 | 0 | 0 | 0 | 0 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 71 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 59 | 0 | 0 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 75 |
| TRION 2022 NEI ORTINO TEAR TOTAL | | | | WODK | | | | | | ŭ | • | Ť | Ů | • | |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME **Consumers Energy**

W327137

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE 2700 BENZIE HWY **BENZONIA** MI 49616

SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| İ | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 14 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 18 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 18 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT | | | | | | | | | | | | |
|--|-------------------------------------|---------------------------------------|----------|--|--|--|--|--|--|--|--|--|
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLOYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | |
| 1166110 | 1166110 Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 2400 WI | 2400 WEISS ST SAGINAW MI 48602 | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | |

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | 1 H – V | VUKKE | ORCE | DEMO | GKAPI | HC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | у | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 1 | 29 | 4 | 0 | 0 | 0 | 0 | 16 | 1 | 0 | 0 | 0 | 0 | 51 |
| Professionals | 2 | 2 | 31 | 1 | 0 | 0 | 0 | 0 | 27 | 1 | 0 | 0 | 0 | 0 | 64 |
| Technicians | 1 | 0 | 14 | 1 | 0 | 0 | 0 | 0 | 31 | 2 | 0 | 0 | 0 | 1 | 50 |
| Sales Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 2 | 6 | 17 | 4 | 0 | 1 | 0 | 1 | 58 | 20 | 1 | 0 | 0 | 0 | 110 |
| Craft Workers | 4 | 0 | 71 | 2 | 1 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 82 |
| Operatives | 5 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 31 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 14 | 9 | 187 | 12 | 1 | 1 | 0 | 2 | 136 | 25 | 1 | 0 | 0 | 1 | 389 |
| | | | | | | | | | | | | | | | |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expiratio | on Date: 11/30/2026 | | | | | | | |
|--|---|---------------------------------------|-------------|---------------------|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙΕ | | | | | | | | |
| J027104 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 1325 WRIGHT AVE ALMA MI 48801 | | | | | | | | | | | |
| SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | |
| 380442310 | | | | | | | | | | | |
| | SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | |
| X YES (Employer Is Elig | ible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSINI | ESS | | | | | | | |

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| - | 51 | | , , , | VOKKI | ORCL | | Race/E | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | М | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 15 |
| Professionals | 1 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 21 |
| Technicians | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 15 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 1 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 40 | 1 | 0 | 0 | 0 | 0 | 48 |
| Craft Workers | 4 | 0 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 44 |
| Operatives | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 12 |
| Laborers and Helpers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 6 | 3 | 82 | 0 | 0 | 0 | 0 | 2 | 63 | 1 | 0 | 0 | 0 | 0 | 157 |
| PRIOR 2022 REPORTING YEAR TOTAL | 6 | 3 | 82 | 0 | 0 | 0 | 0 | 2 | 63 | 1 | 1 | 0 | 0 | 0 | 158 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME W327148 **Consumers Energy** HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN ZIP CODE STATE 1325 TIPPY DAM RD WELLSTON MI 49689 SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION E - EMPLOYER FILING ELIGIBILITY X YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE

SECTION G – NAICS INFORMATION 221122 - Electric Power Distribution

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

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

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

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | | 201101 | | OKIKI | | | Race/E | | | | | | | | |
|---|----------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|-------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Hisn | anic | | | | | | Hispan | | atino | | | | | |
| | | atino | | | М | ale | 1101 | mopun | | uu | Fen | nale | | | |
| | <u> </u> | 1 | | | | 1 | | | | | | laio | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049

| | | | Expirati | on Date: 11/30/2026 | | | | | | | |
|--|---------------------------|---------------------------------------|----------|---------------------|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | icable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | |
| JP89502 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 2380 E L | incoln St | EAST TAWAS | MI | 48730 | | | | | | | |
| | SECTION D – EMPLOYER ID | ENTIFICATION NUMBER (EIN) | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) DE | CHO | 111 - V | OKKI | OKCE | | | | | | | | | SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|--|--------------|--|--|--|--|--|
| | | | | | | | Race/E | thnicity | / | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total | | | | | |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | | | | |
| Professionals | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | | | | | |
| Technicians | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | | | | | |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| Administrative Support Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | | | | |
| Craft Workers | 0 | 0 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25 | | | | | |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 | | | | | |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 33 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 37 | | | | | |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 33 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 37 | | | | | |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) SECTION A - TYPE OF REPORT

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number 2046 0040

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | | |
|--|---------------------------|---------------------------------------|------------|----------|--|--|--|--|--|--|--|--|--|
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 CMS ENERGY ADDRESS CITY/TOWN STATE ZIP.CODE | | | | | | | | | | | | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | | |
| W327183 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 124 W ALLEGAI | N ST, STE 1800 | LANSING | MI | 48933 | | | | | | | | | |
| | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (EIN) | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | - DI | 201101 | 1 , | VOKKI | ORCE | | | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 7 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 7 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
|------------------------------------|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Æ | | | | | | | | | |
| J027084 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 35350 KI | ELLY RD | CLINTON TOWNSHIP | MI | 48035 | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) JE | CHOP | 111 - V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 9 | 6 | 1 | 0 | 0 | 0 | 7 | 2 | 0 | 0 | 1 | 0 | 26 |
| Professionals | 0 | 0 | 10 | 3 | 0 | 0 | 0 | 0 | 9 | 2 | 0 | 0 | 0 | 0 | 24 |
| Technicians | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 1 | 12 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 4 |
| Craft Workers | 2 | 0 | 48 | 12 | 1 | 0 | 1 | 0 | 10 | 2 | 0 | 0 | 2 | 0 | 78 |
| Operatives | 0 | 0 | 46 | 4 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 54 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 0 | 117 | 25 | 2 | 0 | 1 | 0 | 39 | 8 | 0 | 0 | 3 | 1 | 198 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 118 | 25 | 2 | 0 | 1 | 0 | 39 | 8 | 0 | 0 | 3 | 1 | 199 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049

| | | | Expirati | on Date: 11/30/2026 | | | | | | | | | |
|---------------------------------|--|---------------------------------------|----------|---------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B – EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙΕ | | | | | | | | | | |
| 1767241 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 8613 P | INE RD | MARION | MI | 49665 | | | | | | | | | |
| | SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | SECTION E _ EMPLOY | ED EII ING EI IGIRII ITV | | | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|--|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity Hispanic Not Hispanic or Latino | | | | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 10 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 18 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 18 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049

| | ` | , | Expirat | ion Date: 11/30/2026 | | | | | | | | | |
|--------------------------------|--|---------------------------------------|---------|----------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERG | BY PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C - | SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | | |
| FH11376 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 14500 DI | XIE HWY | HOLLY | MI | 48442 | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 1442310 | | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | | |

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | I H – V | VORKF | ORCE | DEMO | GRAPI | IIC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | 1 |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 11 | 1 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 16 |
| Professionals | 0 | 0 | 9 | 0 | 1 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 14 |
| Technicians | 0 | 0 | 6 | 1 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 12 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 1 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 9 |
| Craft Workers | 1 | 0 | 29 | 1 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 36 |
| Operatives | 0 | 0 | 26 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 30 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 0 | 84 | 4 | 1 | 0 | 1 | 1 | 21 | 2 | 0 | 0 | 0 | 1 | 117 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 84 | 4 | 1 | 0 | 0 | 1 | 22 | 2 | 0 | 0 | 0 | 1 | 117 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME JQ32534 Consumers Energy HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE 190 Cemetery Road **ROBERT LEE** TX 76945 SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H – WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity | | | | | | | | | | | | | | | |
|--|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 2022 01(111/0 12/11(1017)2 | | ECTI | NIT ' | WODK | EODCI | CNIAD | CHOTI | DEDIOI | | | | | | | |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049

| 2020 21/11 210 1211 | in out of the out of the out | or com or entry | Expirati | on Date: 11/30/2026 | | | | | | | | | |
|--|------------------------------------|---------------------------------------|------------|---------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA 1 ACKSON 1 ACKS | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | icable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | | |
| M664287 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1935 W PA | RNALL RD | JACKSON | MI | 49201 | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 0442310 | | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | | |
| X YES (Employer Is Elig | rible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | | | |

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

<u>Unique Entity ID (UEI):</u> UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

| SECTION H – WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity | | | | | | | | | | | | | | | |
|--|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 13 |
| Professionals | 4 | 0 | 39 | 2 | 3 | 1 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 56 |
| Technicians | 1 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 6 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 5 | 0 | 58 | 3 | 3 | 1 | 0 | 0 | 11 | 1 | 0 | 0 | 0 | 0 | 82 |
| PRIOR 2022 REPORTING YEAR TOTAL | 5 | 0 | 57 | 3 | 3 | 1 | 0 | 0 | 12 | 1 | 0 | 0 | 0 | 0 | 82 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| 2023 EMI EOTEK | IN ORMATION REPORT (EI | 20-1 COMI ONEMI I) | Expiration | on Date: 11/30/2026 | | | | | | | |
|--|-------------------------------------|---------------------------------------|-------------|---------------------|--|--|--|--|--|--|--|
| | | TYPE OF REPORT IMENT REPORT | | | | | | | | | |
| | | | | | | | | | | | |
| 072 201 711 1111 | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ΙE | | | | | | | | |
| PC56064 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 1850 Bay | City Rd. | MIDLAND | MI | 48642 | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | |
| | SECTION E - EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | |
| X YES (Employer Is Elig | ible to File) 🔲 NO (Employer Is Not | Eligible to File) | R IN BUSINI | ESS | | | | | | | |
| | SECTION E FEDERAL CONTR | CTOD DECICNATION (if1:1-1-) | | | | | | | | | |

 $\textbf{SECTION F-FEDERAL CONTRACTOR DESIGNATION} \ (if applicable)$

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | 51 | 201101 | 1 | , 011111 | ONCE | DEMIO | | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | thnicity | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 8 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Operatives | 2 | 0 | 33 | 3 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 41 |
| Laborers and Helpers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 3 | 0 | 41 | 3 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 51 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 41 | 3 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 50 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | |
|--|--|---------------------------------------|------------|-------|--|--|--|--|--|--|--|--|
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | MI | 49201 | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | |
| 1767296 | 1767296 Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 4131 138 | 4131 138TH AVE HAMILTON MI 49419 | | | | | | | | | | | |
| | SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | |

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| İ | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Professionals | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 6 |
| Technicians | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 18 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 18 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100)

| | U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) SECTION A – TYPE OF REPORT | | | | | | | | | | | | Revised ontrol Nu ation Dat | mber: 30 | |
|---|--|-----------------------|------------------|---------------------|---------------|---------|------------------|----------|--------------|-----------------------|----------|-------|-----------------------------------|----------|----|
| | | | SECT | TON A | - TYPI | E OF RI | EPORT | | | | I | | | | |
| | | | ES | STABLI | SHME | NT REF | ORT | | | | | | | | |
| | | SECT | ION B | - EMP | LOYE | R IDEN | | | | | | | | | |
| OFS COMPANY ID | | | | | | | | OYER N | | | | | | | |
| M149641 | | | | | | | CMS | ENER | GY | | | | | | |
| ADDRESS | | | | | | | | TY/TOW | | | | STATE | | ZIP CC | |
| 1 ENERGY | PLAZA | | | | | | JA | ACKSO | N | | | MI | | 4920 |)1 |
| SECTION C - H | EADQU | ARTEI | RS OR | ESTAB | LISHN | 1ENT-L | EVEL | IDENT | IFICA | TION (if | fapplica | ble) | • | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | | | | | HEADQ | | | | | -LEVEL | NAME | | | | |
| l767021 | | | | | | | Consu | mers Ei | nergy | | | | | | |
| HEADQUARTERS OR ESTABLISHM | | /EL ADD | RESS | | | | CI | TY/TOW | /N | | | STATE | | ZIP CC | DE |
| 115 W TRA | IL ST | | | | | | JA | ACKSO | N | | | MI | | 4920 |)1 |
| | SECTI | ON D - | EMPI | LOYER | | | TION N | UMBE | R (EIN |) | l . | | ı | | |
| 380442310 SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | | | | | | |
| XYES (Employer Is Eligible | | | | | | | | | | NO LON | IGER I | N BUS | INESS | | |
| SE | CTION | F – FEI <u>Uni</u> | DERAI ique En | L CONT tity ID (| RACT UEI): | OR DE | SIGNA' ILABLE | ΓΙΟΝ (i | if applic | able) | | | | | |
| YES (Single-Establish | - | • | | | | | | | | . • | | | | | |
| X YES (| Headqua | | | | | | | • | | ishment : s Federa | | | actor) | | |
| | | | ECTIC | ON G - I | NAICS | INFOR | MATIO | N | | | | | | | |
| | SE | CTION | | VORKF | | | | | TA | | | | | | |
| | | | | | | | Race/E | thnicity | у | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or Latino Male Female | | | | | | | | | | | | | | |
| JOB CATEGORIES | | | | | | | | | Row Total | | | | | | |

| | | | | | | | Race/E | thnicity | у | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or L | atino | | | М | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |

SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2023 - 12/31/2023

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

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) SECTION A – TYPE OF REPORT

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | |
|--|---|---------------------------------------|------------|--|--|--|--|--|--|--|--|--|
| SECTION B - EMPLOYER IDENTIFICATION | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | |
| 1766902 | 1766902 Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 696 N PORT 0 | 696 N PORT CRESCENT ST BAD AXE MI 48413 | | | | | | | | | | | |
| SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | |

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | 111 - V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Operatives | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 11 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 11 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

Consumers Energy HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN

4925 PROGRESS DR

GF46694

STATE ZIP CODE **LUDINGTON** MI 49431

SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHO | 111 - V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 11 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 11 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | |
|--|----------------------------|---------------------------------------|----------|-------|--|--|--|--|--|--|--|--|
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLIS | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | |
| J027073 | J027073 Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 2613 E MA | AUMEE ST | ADRIAN | MI | 49221 | | | | | | | | |
| _ | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (EIN) | | _ | | | | | | | | |

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | 01 | 201101 | , , | , 011111 | ONCE | DEMO | | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 8 |
| Professionals | 1 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 11 |
| Technicians | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 6 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Craft Workers | 1 | 0 | 43 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 46 |
| Operatives | 0 | 0 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 2 | 67 | 2 | 0 | 0 | 1 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 82 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 2 | 67 | 2 | 0 | 0 | 1 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 82 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
|--|---------------------------|---------------------------------------|----------|--|--|--|--|--|--|--|--|--|
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ſΕ | | | | | | | | | |
| W327720 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 2400 MILLER RD DEARBORN MI 48120 | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H – WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|-----------|--------|------------------------|------------------------------|-------|--|-------------------------------------|-------------------|-------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | У | | | | | | |
| | Hisp | anic | Not Hispanic or Latino | | | | | | | | | | | | |
| | or Latino | | Male Female | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Craft Workers | 0 | 0 | 11 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 30 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 35 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 31 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 36 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | |
|--------------------------------|-------------------------------------|---------------------------------------|------------|----------|--|--|--|--|--|--|--|--|--|
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRES | S | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERG | Y PLAZA | JACKSON | 49201 | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLIS | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | I E | | | | | | | | | | |
| PC56174 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 4525 E E | ERIE RD | ERIE | MI | 48133 | | | | | | | | | |
| | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (FIN) | | | | | | | | | | | |

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|-----------|--------|------------------------|------------------------------|-------|--|-------------------------------------|-------------------|-------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | / | | | | | | |
| | Hisp | anic | Not Hispanic or Latino | | | | | | | | | | | | |
| | or Latino | | Male Female | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | • | • | Expiration | on Date: 11/30/2026 | | | | | | | | | |
|--|-------------------------------------|--|-------------|---------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | IMENT REPORT | | | | | | | | | | | |
| | SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 | CMS ENERGY | | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | | | | | |
| SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) | | | | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | НЕ | EADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Æ | | | | | | | | | | |
| CK59288 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| G5310 N D | ORT HWY | FLINT | MI | 48505 | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | | |
| SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | | | | |
| X YES (Employer Is Elig | gible to File) NO (Employer Is Not | Eligible to File) | R IN BUSINI | ESS | | | | | | | | | |

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H – WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|----------------|--------|------------------------|------------------------------|-------|--|-------------------------------------|-------------------|-------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity | | | | | | | | | | | | | | |
| | Hisp | anic | Not Hispanic or Latino | | | | | | | | | | | | |
| | or Latino | | Male Female | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 |
| Craft Workers | 0 | 0 | 11 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12 |
| Operatives | 0 | 0 | 4 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Laborers and Helpers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 29 | 2 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 35 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 29 | 2 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 35 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | Expired | on Date: 11/50/2020 | | | | | | | |
|--|---------------------------|--------------------------------------|-----------|----------|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | |
| 1 ENERG | SY PLAZA | JACKSON | MI | 49201 | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if ap | plicable) | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NA | ME | | | | | | |
| W327335 | | Consumers Energy | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | |
| 4400 W 4 | MILE RD | GRAYLING | MI | 49738 | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H – WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|-----------|--------|-------------|------------------------------|-------|--|-------------------------------------|-------------------|-------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | Not Hispanic or Latino | | | | | | | | | | | |
| | or Latino | | Male Female | | | | | | | | | | | | |
| İ | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Craft Workers | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 19 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 21 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | | |
|--|--|---------------------------------------|----------|--|--|--|--|--|--|--|--|--|--|
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | | | |
| P157214 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1100 E WASHINGTON ST GREENVILLE MI 48838 | | | | | | | | | | | | | |
| | SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA Race/Fthnicity | | | | | | | | | | | | | | | |
|--|--|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity Hispanic Not Hispanic or Latino | | | | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Professionals | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| Technicians | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 5 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 4 |
| Craft Workers | 0 | 0 | 33 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 37 |
| Operatives | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 51 | 1 | 0 | 0 | 2 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 63 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 52 | 1 | 0 | 0 | 2 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 64 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expirati | on Date. 11/30/2020 | | | | | | | | |
|--|---------------------------|---------------------------------------|----------|---------------------|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ſŒ | | | | | | | | | |
| 1767221 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 1220 S KALAMAZOO AVE MARSHALL MI 49068 | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | SECTION E - EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | |

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) DE | CHO | 4 11 — A | OKK | OKCE | DEMO | | | | | | | | | |
|---|--|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity Hispanic Not Hispanic or Latino | | | | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 5 |
| Professionals | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 10 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Operatives | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 15 | 1 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 23 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 15 | 1 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 24 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME JO63365 **Consumers Energy** HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE

${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

3253 M-76

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

STANDISH

MI

48658

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | 5r | CHOP | 1 H – V | VOKKE | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | ~ | YPE OF REPORT | | | | | | | | | | | |
|-------------------------------------|---------------------------------|---------------------------------------|------------|----------|--|--|--|--|--|--|--|--|--|
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERG | 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLIS | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | | |
| W327172 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 16900 POLK ST WEST OLIVE MI 49460 | | | | | | | | | | | | | |
| _ | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (EIN) | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | - DI | 201101 | 1 | , 011111 | ORCE | DEMIO | | | | | | | | | |
|---|--|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity Hispanic Not Hispanic or Latino | | | | | | | | | | | | | | |
| | | | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| First/Mid-Level Officials and Managers | 0 | 0 | 9 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 13 |
| Professionals | 0 | 0 | 37 | 0 | 0 | 0 | 1 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 45 |
| Technicians | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 6 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 53 | 1 | 0 | 0 | 1 | 0 | 12 | 1 | 1 | 0 | 0 | 0 | 69 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 55 | 1 | 0 | 0 | 1 | 0 | 12 | 1 | 1 | 0 | 0 | 0 | 71 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME PU98675 **Consumers Energy**

${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

11109 CHICAGO DR

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

CITY/TOWN

ZEELAND

STATE

MI

ZIP CODE

49464

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H – WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity | | | | | | | | | | | | | | | |
|--|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expiration | on Date: 11/30/2026 | | | | | | | | |
|--|--|--------------------------------------|------------|---------------------|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | olicable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NA | ME | | | | | | | | | |
| PC56130 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 409 S. | 409 S. Cooper JACKSON MI 49201 | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|--|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity Hispanic Not Hispanic or Latino | | | | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| İ | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Operatives | 1 | 0 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 29 |
| Laborers and Helpers | 2 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 3 | 0 | 42 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 46 |
| PRIOR 2022 REPORTING YEAR TOTAL | 3 | 0 | 43 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 47 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expirati | on Date: 11/30/2026 | | | | | | | | | |
|--|---------------------------|---------------------------------------|------------|---------------------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | I E | | | | | | | | | | |
| 1166090 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 530 W WILLOW ST LANSING MI 48906 | | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|---|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity Hispanic Not Hispanic or Latino | | | | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 2 | 0 | 42 | 0 | 1 | 0 | 0 | 0 | 20 | 5 | 0 | 0 | 0 | 1 | 71 |
| Professionals | 1 | 3 | 46 | 2 | 0 | 0 | 0 | 1 | 38 | 5 | 0 | 0 | 0 | 3 | 99 |
| Technicians | 1 | 0 | 13 | 3 | 0 | 0 | 0 | 0 | 15 | 0 | 0 | 1 | 0 | 1 | 34 |
| Sales Workers | 0 | 0 | 7 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 11 |
| Administrative Support Workers | 0 | 11 | 25 | 1 | 0 | 0 | 1 | 0 | 54 | 12 | 2 | 0 | 0 | 1 | 107 |
| Craft Workers | 3 | 0 | 100 | 2 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 107 |
| Operatives | 6 | 1 | 36 | 0 | 0 | 0 | 2 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 49 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 13 | 15 | 269 | 9 | 1 | 0 | 4 | 1 | 135 | 22 | 2 | 1 | 0 | 6 | 478 |
| PRIOR 2022 REPORTING YEAR TOTAL | 13 | 15 | 266 | 10 | 1 | 0 E CNIA D | 4 | 1 | 133 | 22 | 1 | 1 | 0 | 6 | 473 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME GF46683 **Consumers Energy**

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

3741 W HOPPE RD

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

CITY/TOWN

UNIONVILLE

STATE

MI

ZIP CODE

48767

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHO | 111 – V | VUKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 19 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 19 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049

| 2023 EMI LOTER | INFORMATION REPORT (EI | 20-1 COMI ONENT 1) | Expirati | on Date: 11/30/2026 | | | | | | | |
|--|------------------------------------|---------------------------------------|------------|---------------------|--|--|--|--|--|--|--|
| | | TYPE OF REPORT MENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | |
| 1767212 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 7950 PARTR | IDGE AVE, F | MARION | MI | 49665 | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | |
| SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | | |
| X YES (Employer Is Elig | rible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | |
| | SECTION F – FEDERAL CONTRA | ACTOR DESIGNATION (if applicable) | · | _ | | | | | | | |

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) JE | CHO | 4 11 — A | OKK | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 16 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 17 |
| Operatives | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 23 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 28 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 25 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 30 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

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

| 2023 EMPLOYER | INFORMATION REPORT (EF | LO-I COMPONENT I) | | on Date: 11/30/2026 | | | | | | | |
|--|--|--|------------|---------------------|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ſΕ | | | | | | | | |
| JQ32523 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 7881 S. El | y Highway | MIDDLETON | MI | 48856 | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | |
| SECTION E – EMPLOYER FILING ELIGIBILITY | | | | | | | | | | | |
| X YES (Employer Is Elig | ible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | |
| · · · · · · · · · · · · · · · · · · · | SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) | | | | | | | | | | |

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | 1A | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| İ | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 1 | 0 | 13 | 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 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 20 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 0 | 18 | 0 | 0 | 0 E CNIA D | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 20 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0040

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | · | Expirati | ion Date: 11/30/2026 | | | | | | | |
|---------------------------------|---------------------------|---------------------------------------|------------|----------------------|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRES | SS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | I E | | | | | | | | |
| PC56141 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 4100 E. Baldwin HOLLY MI 48442 | | | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 1442310 | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | |

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHOP | (II – V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 13 |
| Professionals | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Operatives | 4 | 0 | 62 | 3 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 72 |
| Laborers and Helpers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 4 | 0 | 78 | 3 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 90 |
| PRIOR 2022 REPORTING YEAR TOTAL | 4 | 0 | 81 | 3 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 93 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN)

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

Consumers Energy

CITY/TOWN

JONESVILLE

STATE

MI

ZIP CODE

49250

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) DE | CHO | 4 11 — A | OKK | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 13 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 13 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

null

JQ32545

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

701 Beck St

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)
HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

BC34860 Consumers Energy

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

409 COOPER ST

JACKSON

MI

49201

${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) JE | CHON | 111 - V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT | | | | | | | | | | | | | |
|--|--|---------------------------------------|------------|--|--|--|--|--|--|--|--|--|--|
| | ESTABLISH | MENT REPORT | | | | | | | | | | | |
| SECTION B - EMPLOYER IDENTIFICATION | | | | | | | | | | | | | |
| OFS COMPANY ID | | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | | |
| PC56103 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 425 N FAIRVIEW RD ZEELAND MI 49464 | | | | | | | | | | | | | |
| | SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) DE | CHO | 4 11 — A | OKK | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 7 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 1 | 18 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 1 | 25 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 30 |
| PRIOR 2022 REPORTING YEAR TOTAL | 1 | 1 | 26 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 31 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| SECTION A – TYPE OF REPORT | | | | | | | | | | | | |
|--|-----------------------------------|---------------------------------------|------------|--|--|--|--|--|--|--|--|--|
| ESTABLISHMENT REPORT | | | | | | | | | | | | |
| SECTION B – EMPLOYER IDENTIFICATION | | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLIS | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Ι Ε | | | | | | | | | |
| 1166088 | 1166088 Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 2500 E C | 2500 E CORK ST KALAMAZOO MI 49001 | | | | | | | | | | | |
| SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) | | | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or L | atino | | | M | ale | | | | | Fer | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 1 | 0 | 21 | 5 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 31 |
| Professionals | 2 | 0 | 30 | 2 | 1 | 0 | 0 | 2 | 10 | 0 | 0 | 0 | 0 | 0 | 47 |
| Technicians | 2 | 0 | 10 | 1 | 1 | 0 | 0 | 0 | 6 | 1 | 1 | 0 | 0 | 0 | 22 |
| Sales Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Administrative Support Workers | 0 | 0 | 7 | 0 | 0 | 0 | 1 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 15 |
| Craft Workers | 3 | 0 | 94 | 5 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 106 |
| Operatives | 1 | 0 | 21 | 2 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 28 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 9 | 0 | 184 | 15 | 4 | 0 | 3 | 3 | 27 | 3 | 2 | 0 | 0 | 0 | 250 |
| PRIOR 2022 REPORTING YEAR TOTAL | 9 | 0 | 189 | 15 WODE | 4 | 0 | 3 | 3 | 26 | 3 | 2 | 0 | 0 | 0 | 254 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | 2. pride | on Date: 11/30/2020 | | | | | | | | |
|----------------------------------|-------------------------------------|---------------------------------------|------------|---------------------|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | I E | | | | | | | | | |
| I766891 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 6051 STATE | 6051 STATE ROUTE 65 OSCODA MI 48750 | | | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) | | | | | | | | | | |

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CTION | 1 H – V | VORKF | ORCE | DEMO | GRAPI | HIC DA | TA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | у | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | - | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Craft Workers | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 14 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 14 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201

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

HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

JA29536 Consumers Energy

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE
505 Jonesville Rd COLDWATER MI 49036

${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

380442310

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHON | v п – v | VUKKI | OKCE | DEMO | GKAPI | HC DA | IA | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Technicians | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 |
| Craft Workers | 1 | 0 | 31 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 2 | 0 | 39 | 1 | 0 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 47 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 40 | 1 | 0 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 48 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

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

| | ` | , | Expirati | on Date: 11/30/2026 | | | | | | | | |
|--|---------------------------|---------------------------------------|------------|---------------------|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | I E | | | | | | | | | |
| 1766920 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 400 N BRONSON AVE BIG RAPIDS MI 49307 | | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | |

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | - DI | 201101 | 1 | VOKKI | ORCE | | Race/E | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Craft Workers | 0 | 0 | 17 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 19 |
| Operatives | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 27 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 32 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 27 | 0 | 0 | 0 | 1 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 33 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

EEOC Standard Form 100 (SF 100) Revised 08/2023

| 2023 EMPLOYER | INFORMATION REPORT (EF | EO-1 COMPONENT 1) | | rol Number: 3046-0049 on Date: 11/30/2026 | | | | | | | |
|---|--|---|----------------|--|--|--|--|--|--|--|--|
| | | TYPE OF REPORT | | | | | | | | | |
| | | IMENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| | | | | | | | | | | | |
| SECTION C - | HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | EADQUARTERS OR ESTABLISHMENT-LEVEL NAM | Œ | | | | | | | | |
| GP12303 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLISI | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 3030 | M 40 | HAMILTON | MI | 49419 | | | | | | | |
| | | DENTIFICATION NUMBER (EIN) 0442310 | | | | | | | | | |
| | SECTION E – EMPLOY | YER FILING ELIGIBILITY | | | | | | | | | |
| X YES (Employer Is Elig | ible to File) NO (Employer Is Not | Eligible to File) EMPLOYER NO LONGE | R IN BUSIN | ESS | | | | | | | |
| | SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) <u>Unique Entity ID (UEI)</u> : UNAVAILABLE | | | | | | | | | | |
| ☐ YES (Single-Establis | shment Employer is Federal Contractor | r) X YES (Multi-Establishment Employer is Federal | eral Contracto | or) | | | | | | | |

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

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

SECTION G – NAICS INFORMATION 221122 - Electric Power Distribution ON H – WORKFORCE DEMOGRAPHIC DATA

| SECTION H – WORKFORCE DEMOGRAPHIC DATA Race/Ethnicity | | | | | | | | | | | | | | | |
|---|------|--------|-------|----------------------------|-------|--|----------------------------------|-------------|---------|------------------------------|-------|--------------------------------|----------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicit | у | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | e | ale | te | African ican | an | vaiian or c Islander | Indian or Native | re Races | te te | ς or merican | an | Hawaiian or acific Islander | Indian or Native | re Races | Row Total |
| | Маіе | Female | White | Black or Afrio American | Asian | Native Hawaiian or Other Pacific Islander | American Indian Alaska Native | Two or More | White | Black or African American | Asian | Native Hawa Other Pacific | American Indian Alaska Native | Two or More Races | |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Professionals | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 5 |
| Technicians | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 1 | 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 Workers | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Craft Workers | 0 | 0 | 41 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 43 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 56 | 0 | 0 | 0 | 1 | 2 | 6 | 0 | 1 | 0 | 0 | 0 | 66 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 57 | 0 | 0 | 0 | 1 | 2 | 6 | 0 | 1 | 0 | 0 | 0 | 67 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

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

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | - | | | | | | | | |
|--|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | |
| PC56086 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 2119 River Rd. SAGINAW MI 48609 | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | |

SECTION E – EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| |) DE | CHON | 4 11 — A | OKK | OKCE | DEMO | | | | | | | | | |
|---|------|--------|----------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | y | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Operatives | 5 | 0 | 41 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 47 |
| Laborers and Helpers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 5 | 0 | 52 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 59 |
| PRIOR 2022 REPORTING YEAR TOTAL | 5 | 0 | 52 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 59 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | YPE OF REPORT MENT REPORT | | | | | | | | | | |
|----------------------------------|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|
| | SECTION B – EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID | | EMPLOYER NAME | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if appl | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | E | | | | | | | | | |
| W328336 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 5131 HACKETT RD SAGINAW MI 48603 | | | | | | | | | | | | |
| | SECTION D - EMPLOYER ID | ENTIFICATION NUMBER (EIN) | | | | | | | | | | |

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| | SE | CHOP | 111 - V | OKKI | OKCE | DEMO | | | | | | | | | |
|---|------|--------|---------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft Workers | 0 | 1 | 14 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 17 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 1 | 17 | 1 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 24 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 1 | 17 | 1 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 24 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | LAPITAG | ion Bate. 11/30/2020 | | | | | | | | | |
|----------------------------------|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | |
| 1 ENERG | JACKSON | MI | 49201 | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | |
| 1767304 | | Consumers Energy | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | |
| 4141 142 | MI | 49419 | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 1442310 | | | | | | | | | |
| · | SECTION E - EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|----------------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|-------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity | | | | | | | | | | | | | | |
| | Hisp | anic | | Not Hispanic or Latino | | | | | | | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 8 |
| Operatives | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 11 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 12 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY**

SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME FH11387 **Consumers Energy**

ADDRESS

1 ENERGY PLAZA

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS CITY/TOWN STATE ZIP CODE 4844 Product Dr **WIXOM** MI 48393

SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

CITY/TOWN

JACKSON

STATE

ΜI

ZIP CODE

49201

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| Race/Ethnicity | | | | | | | | | | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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

EEOC Standard Form 100 (SF 100) U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) Revised 08/2023 OMB Control Number: 3046-0049 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) Expiration Date: 11/30/2026 SECTION A - TYPE OF REPORT **ESTABLISHMENT REPORT** SECTION B - EMPLOYER IDENTIFICATION OFS COMPANY ID EMPLOYER NAME M149641 **CMS ENERGY** ADDRESS CITY/TOWN STATE ZIP CODE 1 ENERGY PLAZA **JACKSON** ΜI 49201 SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable) HQ/ESTABLISHMENT-LEVEL UNIT ID HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME 1767405 **Consumers Energy**

 ${\bf SECTION\,D-EMPLOYER\,IDENTIFICATION\,NUMBER\,(EIN)}$

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

1016 16TH ST NW, STE 500

380442310

SECTION E - EMPLOYER FILING ELIGIBILITY

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

SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

CITY/TOWN

WASHINGTON

ZIP CODE

20036

STATE

DC

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|----------------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|----------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | Race/Ethnicity | | | | | | | | | | | | | | |
| | Hist | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 3 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 3 |
| | | EECTI |) N T | WODK | FODCI | CNIAD | CUAT I | DEDIOI | <u> </u> | l | | | | | |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100)
Revised 08/2023

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | LAPITALI | on Date. 11/30/2020 | | | | | | | | | | | |
|--|---------------------------|---------------------------------------|----------|----------|--|--|--|--|--|--|--|--|--|
| | SECTION A - T | YPE OF REPORT | | | | | | | | | | | |
| | ESTABLISHMENT REPORT | | | | | | | | | | | | |
| | SECTION B - EMPLO | YER IDENTIFICATION | | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | | |
| M149641 | | CMS ENERGY | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | | |
| 1 ENERG | JACKSON | MI | 49201 | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | ſŒ | | | | | | | | | | |
| 1767351 | | Consumers Energy | | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | | |
| 7216 CR | MI | 48182 | | | | | | | | | | | |
| SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 380442310 | | | | | | | | | | | | | |
| <u> </u> | SECTION E - EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| Race/Ethnicity | | | | | | | | | | | | | | | |
|---|-------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | | | | | | | | | |
| | | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | or La | atino | | | M | ale | | | | | Fen | nale | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 6 |
| Technicians | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 |
| Craft Workers | 0 | 0 | 17 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 18 |
| Operatives | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Laborers and Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 0 | 0 | 25 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 29 |
| PRIOR 2022 REPORTING YEAR TOTAL | 0 | 0 | 25 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 29 |

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

 ${\bf SECTION\,J-HEADQUARTERS\,OR\,ESTABLISHMENT\text{-}LEVEL\,\,COMMENTS\,(optional)}$

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number 2046 0040

OMB Control Number: 3046-0049 Expiration Date: 11/30/2026

| | | | Expirati | on Date. 11/30/2020 | | | | | | | | |
|----------------------------------|---------------------------|---------------------------------------|----------|---------------------|--|--|--|--|--|--|--|--|
| | SECTION A - T | TYPE OF REPORT | | | | | | | | | | |
| | ESTABLISH | MENT REPORT | | | | | | | | | | |
| | SECTION B - EMPLO | OYER IDENTIFICATION | | | | | | | | | | |
| OFS COMPANY ID EMPLOYER NAME | | | | | | | | | | | | |
| M149641 CMS ENERGY | | | | | | | | | | | | |
| ADDRESS CITY/TOWN STATE ZIP CODE | | | | | | | | | | | | |
| 1 ENERGY PLAZA JACKSON MI 49201 | | | | | | | | | | | | |
| SECTION C - | - HEADQUARTERS OR ESTABLI | SHMENT-LEVEL IDENTIFICATION (if app | licable) | | | | | | | | | |
| HQ/ESTABLISHMENT-LEVEL UNIT ID | HE | ADQUARTERS OR ESTABLISHMENT-LEVEL NAM | 1E | | | | | | | | | |
| PC56185 | | Consumers Energy | | | | | | | | | | |
| HEADQUARTERS OR ESTABLIS | HMENT-LEVEL ADDRESS | CITY/TOWN | STATE | ZIP CODE | | | | | | | | |
| 3250 Mi | MI | 48141 | | | | | | | | | | |
| | | ENTIFICATION NUMBER (EIN) 0442310 | | | | | | | | | | |
| | SECTION E – EMPLOY | ER FILING ELIGIBILITY | | | | | | | | | | |

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

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

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

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

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

SECTION G - NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H - WORKFORCE DEMOGRAPHIC DATA

| SECTION H - WORKFORCE DEMOGRAPHIC DATA | | | | | | | | | | | | | | | |
|---|------|--------|-------|------------------------------|-------|--|-------------------------------------|-------------------|---------|------------------------------|-------|--|-------------------------------------|-------------------|--------------|
| | | | | | | | Race/E | thnicity | / | | | | | | |
| | Hisp | anic | | | | | Not | Hispan | ic or L | atino | | | | | |
| | | atino | | | М | ale | | • | | | Fen | nale | | | |
| | | | | | | | | | | | | | | | |
| JOB CATEGORIES | Male | Female | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | White | Black or African American | Asian | Native Hawaiian or Other Pacific Islander | American Indian or Alaska Native | Two or More Races | Row Total |
| Executive/Senior Level Officials and Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| First/Mid-Level Officials and Managers | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft Workers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Operatives | 1 | 0 | 38 | 5 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 45 |
| Laborers and Helpers | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CURRENT 2023 REPORTING YEAR TOTAL | 1 | 0 | 48 | 6 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 56 |
| PRIOR 2022 REPORTING YEAR TOTAL | 2 | 0 | 47 | 6 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 56 |

SECTION I - WORKFORCE SNAPSHOT PERIOD

12/16/2023 - 12/31/2023

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