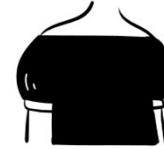


Our Workforce

Year-End 2024



CMS Energy Total Employee Data

Total Number of Employees	8324
Total Number of Contractors	5690
Average Retirement Age	60.8
Total Employees above 60.8 years of age	583
Percent Employees above 60.8 of age	7%
Total Employees below 60.8 years of age	7741
Percent Employees below 60.8	93%
Total Employees under 30 years of age	832
Percent Employees under 30 years of age	10%
Total Employees 30-50 years of age	4828
Percent Employees 30-50 years of age	58%
Total Employees over 50 years of age	2664
Percent Employees over 50 years of age	32%
Total People of Color Employees	1144
Percent People of Color Employees	14%
Total Men Employees	6181
Percent Men Employees	74%
Total Women Employees	2143
Percent Women Employees	26%
Total Disability Self Identification	408
Percent Disability Self Identification	5%
Total Full Time Employees	8323
Percent Full Time Employees	99.99%
Total Part Time Employees	1
Percent Part Time Employees	0.01%
Total Veteran Employees	847
Percent Veteran Employees	10%
Voluntary Turnover Rate	4.8%
Involuntary Turnover Rate	0.89%
Total Turnover Rate	5.69%

Our Workforce

Year-End 2024



CMS Energy Management Data (Management and Executive Level Only)

Total Number of Employees	360
Total Employees above 60.8 years of age	18
Percent Employees above 60.8 of age	5%
Total Employees below 60.8 years of age	342
Percent Employees below 60.8 years of age	95%
Total Employees under 30 years of age	1
Percent Employees under 30 years of age	0.30%
Total Employees 30-50 years of age	227
Percent Employees 30-50 years of age	63%
Total Employees over 50 years of age	132
Percent Employees over 50 years of age	37%
Total People of Color Employees	43
Percent People of Color Employees	12%
Total Men Employees	248
Percent Men Employees	69%
Total Women Employees	112
Percent Women Employees	31%
Total Disability Self Identification	27
Percent Disability Self Identification	8%
Total Veteran Employees	27
Percent Veteran Employees	8%

