Our Workforce Year-End 2024









Total Number of Employees 5690 Average Retirement Age 60.8 Average Retirement Age 5690 Average Retirement Age 5832 Percent Employees above 60.8 years of age 77% Total Employees below 60.8 of age 77% Total Employees below 60.8 years of age 7741 Percent Employees below 60.8 993% Total Employees under 30 years of age 832 Percent Employees under 30 years of age 832 Percent Employees under 30 years of age 10% Total Employees 30-50 years of age 828 Percent Employees 30-50 years of age 92664 Percent Employees 30-50 years of age 92664 Percent Employees over 50 years of age 92664 Percent Employees over 50 years of age 92664 Percent Employees over 50 years of age 92664 Percent Employees 0ver 50 years of age 92664 Percent People of Color Employees 92664 Percent People of Color Employees 92664 Percent Wene Employees 92666 Total Men Employees 92666 Total Women Employees 92666 Total Disability Self Identification 92666 Percent Disability Self Identification 926666 Total Full Time Employees 929.99% Total Part Time Employees 929.99% Total Part Time Employees 929.99% Total Veteran Employees 920.01% Total Veteran Employees 920.01% Total Veteran Employees 920.01% Voluntary Turnover Rate 92.89% Total Turnover Rate 92.89% Total	CMS Energy Total Employee Data	
Average Retirement Age 5.83 Total Employees above 60.8 years of age 7.76 Total Employees above 60.8 of age 7.77 Total Employees below 60.8 years of age 7.741 Percent Employees below 60.8 years of age 7.741 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 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 99.99% Total Part Time Employees 99.99% Total Part Time Employees 10.01% Total Veteran Employees 10% Voluntary Turnover Rate 4.8% Involuntary Turnover Rate 0.89%	Total Number of Employees	8324
Total Employees above 60.8 years of age Percent Employees above 60.8 of age Total Employees below 60.8 years of age Percent Employees below 60.8 years of age Percent Employees below 60.8 Total Employees under 30 years of age Percent Employees under 30 years of age Percent Employees under 30 years of age Percent Employees 30-50 years of age Percent Employees 30-50 years of age Percent Employees over 50 years of age Percent Employees over 50 years of age Percent Employees over 50 years of age Total People of Color Employees 1144 Percent People of Color Employees 1145 Percent Men Employees 12143 Percent Women Employees 2666 Total Women Employees 2748 Total Women Employees 2823 Percent Women Employees 28323 Percent Jisability Self Identification 5% Total Full Time Employees 99.99% Total Part Time Employees 1016 Percent Part Time Employees 1026 Voluntary Turnover Rate 1089 Involuntary Turnover Rate 1089	Total Number of Contractors	5690
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 under 30 years of age 10% Total Employees 30-50 years of age 10% Total Employees 30-50 years of age 10% Total Employees over 50 years of age 10% Percent Employees over 50 years of age 10% Total People of Color Employees 1144 Percent People of Color Employees 1144 Percent People of Color Employees 1144 Total Men Employees 1144 Percent Men Employees 1144 Percent Women Employees 1143 Percent Women Employees 1143 Percent Women Employees 1143 Percent Usability Self Identification 1164 Percent Disability Self Identification 15% Total Full Time Employees 11 Percent Part Time Employees 11 Percent Part Time Employees 11 Percent Part Time Employees 11 Percent Veteran Employees 11 Percent Veteran Employees 10% Voluntary Turnover Rate 14.8% Involuntary Turnover Rate 16.89%	Average Retirement Age	60.8
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 1144 Percent Men Employees 6181 Percent Men Employees 74% Total Women Employees 2143 Percent Women Employees 26% Total Disability Self Identification 408 Percent Disability Self Identification 55% Total Full Time Employees 99.99% Total Part Time Employees 10.01% Total Veteran Employees 847 Percent Veteran Employees 90.01% Total Veteran Employees 10% Voluntary Turnover Rate 4.8% Involuntary Turnover Rate 4.8% Involuntary Turnover Rate 6.89%	Total Employees above 60.8 years of age	583
Percent Employees below 60.8 Total Employees under 30 years of age Percent Employees under 30 years of age Percent Employees under 30 years of age Total Employees 30-50 years of age Percent Employees 30-50 years of age Percent Employees over 50 years of age Total Employees over 50 years of age Percent Employees over 50 years of age Percent Employees over 50 years of age Total People of Color Employees Percent People of Color Employees 1144 Percent People of Color Employees 1248 Total Men Employees 12143 Percent Men Employees 12143 Percent Women Employees 126% Total Disability Self Identification 126% Total Full Time Employees 127% Total Full Time Employees 128 Percent Full Time Employees 129 Percent Part Time Employees 1200.01% Total Veteran Employees 1200.01% Total Veteran Employees 120% Voluntary Turnover Rate 120% Noluntary Turnover Rate 120%	Percent Employees above 60.8 of age	7%
Total Employees under 30 years of age Percent Employees under 30 years of age 10% Total Employees 30-50 years of age Percent Employees 30-50 years of age Percent Employees 30-50 years of age Total Employees over 50 years of age Total Employees over 50 years of age Total People of Color Employees Total People of Color Employees 1144 Percent People of Color Employees 16181 Percent Men Employees 74% Total Momen Employees 2143 Percent Women Employees 26% Total Disability Self Identification 408 Percent Disability Self Identification 5% Total Full Time Employees 99.99% Total Part Time Employees 10.01% Total Veteran Employees 847 Percent Veteran Employees 10% Voluntary Turnover Rate 10.89%	Total Employees below 60.8 years of age	7741
Percent Employees under 30 years of age Total Employees 30-50 years of age Percent Employees 30-50 years of age Percent Employees 30-50 years of age Total Employees over 50 years of age Total Employees over 50 years of age Percent Employees over 50 years of age Total People of Color Employees Total People of Color Employees 1144 Percent People of Color Employees 145 Total Men Employees 16181 Percent Men Employees 1746 Total Women Employees 2664 Total Disability Self Identification 16181 Percent Usability Self Identification 16181 Percent Disability Self Identification 1638 Total Full Time Employees 1638 Percent Full Time Employees 1638 Percent Full Time Employees 1638 Total Part Time Employees 1761 Total Veteran Employees 1847 Percent Veteran Employees 1846 Percent Veteran Employees 1847 Percent Veteran Employees 18486 Involuntary Turnover Rate 1886	Percent Employees below 60.8	93%
Total Employees 30-50 years of age Percent Employees 30-50 years of age Total Employees over 50 years of age Percent Employees over 50 years of age Total People of Color Employees Total People of Color Employees Total Men Employees Total Men Employees Total Women Employees Total Women Employees Total Disability Self Identification Percent Disability Self Identification Total Full Time Employees Total Part Time Employees Total Part Time Employees Total Veteran Employees Total Vetera	Total Employees under 30 years of age	832
Percent Employees 30-50 years of age Total Employees over 50 years of age Percent Employees over 50 years of age Percent Employees over 50 years of age Total People of Color Employees Total People of Color Employees 1144 Percent People of Color Employees Total Men Employees Percent Men Employees 74% Total Women Employees 2143 Percent Women Employees Total Disability Self Identification 408 Percent Disability Self Identification 5% Total Full Time Employees 8323 Percent Full Time Employees 1018 Total Part Time Employees 102 Percent Veteran Employees 847 Percent Veteran Employees 10% Voluntary Turnover Rate 1089 Involuntary Turnover Rate 1089	Percent Employees under 30 years of age	10%
Total Employees over 50 years of age 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 1 Percent Part Time Employees 1 Percent Veteran Employees 847 Percent Veteran Employees 10% Voluntary Turnover Rate 10.89%	Total Employees 30-50 years of age	4828
Percent Employees over 50 years of age Total People of Color Employees 1144 Percent People of Color Employees 145 Total Men Employees 6181 Percent Men Employees 746 Total Women Employees 2143 Percent Women Employees 266 Total Disability Self Identification 408 Percent Disability Self Identification 556 Total Full Time Employees 726 Total Part Time Employees 127 Percent Part Time Employees 74 Total Veteran Employees 847 Percent Veteran Employees 74 Total Veteran Employees 847 Percent Veteran Employees 74 Total Veteran Employees 75 Total Veteran Employees 76 Total Veteran Employees 77 Total Veteran Employees 847 Percent Veteran Employees 78 Total Veteran Employees 847 Percent Veteran Employees 75 Total Veteran Employees 76 Total Veteran Employees 77 Total Veteran Employees 78 Total Veteran Employees 78 Total Veteran Employees 847 Percent Veteran Employees 78 Total Veteran Employees 847 Percent Veteran Employees 78 Total Veteran Employees 78 Total Veteran Employees 847 Percent Veteran Employees 848 Involuntary Turnover Rate 848	Percent Employees 30-50 years of age	58%
Total People of Color Employees1144Percent People of Color Employees14%Total Men Employees6181Percent Men Employees74%Total Women Employees2143Percent Women Employees26%Total Disability Self Identification408Percent Disability Self Identification5%Total Full Time Employees8323Percent Full Time Employees99.99%Total Part Time Employees1Percent Part Time Employees0.01%Total Veteran Employees847Percent Veteran Employees10%Voluntary Turnover Rate4.8%Involuntary Turnover Rate0.89%	Total Employees over 50 years of age	2664
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%	Percent Employees over 50 years of age	32%
Total Men Employees6181Percent Men Employees74%Total Women Employees2143Percent Women Employees26%Total Disability Self Identification408Percent Disability Self Identification5%Total Full Time Employees8323Percent Full Time Employees99.99%Total Part Time Employees1Percent Part Time Employees0.01%Total Veteran Employees847Percent Veteran Employees10%Voluntary Turnover Rate4.8%Involuntary Turnover Rate0.89%	Total People of Color Employees	1144
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%	Percent People of Color Employees	14%
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 Men Employees	6181
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%	Percent Men Employees	74%
Total Disability Self Identification408Percent Disability Self Identification5%Total Full Time Employees8323Percent Full Time Employees99.99%Total Part Time Employees1Percent Part Time Employees0.01%Total Veteran Employees847Percent Veteran Employees10%Voluntary Turnover Rate4.8%Involuntary Turnover Rate0.89%	Total Women Employees	2143
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%	Percent Women Employees	26%
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 Disability Self Identification	408
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%	Percent Disability Self Identification	5%
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 Full Time Employees	8323
Percent Part Time Employees 0.01% Total Veteran Employees 847 Percent Veteran Employees 10% Voluntary Turnover Rate 4.8% Involuntary Turnover Rate 0.89%	Percent Full Time Employees	99.99%
Total Veteran Employees 847 Percent Veteran Employees 10% Voluntary Turnover Rate 4.8% Involuntary Turnover Rate 0.89%	Total Part Time Employees	1
Percent Veteran Employees 10% Voluntary Turnover Rate 4.8% Involuntary Turnover Rate 0.89%	Percent Part Time Employees	0.01%
Voluntary Turnover Rate 4.8% Involuntary Turnover Rate 0.89%	Total Veteran Employees	847
Involuntary Turnover Rate 0.89%	· ·	
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Our Workforce Year-End 2024









CMS Energy Management Data (Management and Executive Level Only)

civio Erici By management Bata (management and Executive Eco	,,
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%







